

August 10, 2023,

Policy & Governance Department

Chief Returning Officer Hiring Committee Report

Committee Composition

The DSU Hiring Policy mandates that part time position hiring committees be composed of a minimum of two individuals, with one being the position's direct supervisor who serves as Chair. The Oversight Committee policy states that the Oversight Committee will advise Council as to the appointment of the Chief Returning Officer, and that the same three members of the Committee will sit as a panel interviewing candidates for any one position. To honour both policies, a hiring committee was composed of the DSU Policy and Governance Coordinator (the direct supervisor of the CRO, who served as committee Chair) and three members of Oversight Committee. The members of the hiring committee were Aananya Paatil (Policy & Governance Coordinator), Victoria Slipp, Eni Oguntona and Kriti Maini (Oversight Committee members). The Chair ensured that members were trained in hiring, and the committee contained members of designated groups as per policy.

Timeline

The job posting for the Chief Returning Officer position was uploaded to the DSU website on July 18th and applications closed on August 3rd. The hiring committee completed initial rankings between August 2nd and 5th and the chair contacted top candidates to schedule interviews on August 5th. Interviews were conducted on August 10th, and the committee completed their final ranking of all candidates based on their interviews. The committee came to a final decision and offered the position to the chosen candidate on August 10th and the candidate promptly accepted. On August 14th the hiring committee's recommendation will be brought to Council for ratification.

Hiring Decision

The hiring committee is happy to recommend Sahil Chanda for the position of Chief Returning Officer with the DSU for the 2023-2024 year.

Sahil is a third year Management student with a keen interest in electoral processes and experience administering elections at the DSU management society level. Sahil also currently serves as the Vice President Finance for the Management Society and has been involved in various other activities around campus such as a volunteer at the Food Bank, front desk at Dal Plex, organising events with DISA and the Cricket Society. During his interview with the committee, Sahil demonstrated his ability to handle conflict and work under pressure, to work

closely with policy, and to lead in a team setting as well as to work independently. Sahil is extremely knowledgeable about how student elections work and has a clear understanding of the CRO role and its importance. Based on his previous experience, knowledge, and skills the committee is confident that Sahil can ensure the DSU's by-election and general election run smoothly, consistently, and fairly.