MIOD POLICY ON RECRUITMENT OF LOCAL FREELANCE TRAINERS/FACILITATORS

The MIoD was incorporated on 18 January 2008 as a not for profit company, primarily to advance corporate governance in Mauritius by establishing a professional forum for directors and managers within the public and private sectors and to provide services to members that will enhance and facilitate their development for the ultimate benefit of the community at large.

Our Vision is to be the preferred professional organisation for directors and aspiring directors as well as business leaders and young professionals providing a forum to learn, share and develop.

Our Mission is to champion best business practices and effective corporate governance, supporting Mauritius as a regional leader, and to be the voice of Directors, through training and certification programmes, workshops and networking events, advocacy, research and thought leadership, reaching out to both private and public sector enterprises.

The MIoD set up its Training Institute in 2010 and has put in place a Director Development Programme of full day monthly workshops based on the IFC Global Corporate Governance Forum (GCGF) Leadership Training Kit. In addition, we run Chairman and CEO's Breakfast Forums, full day Directors Skills workshops and 3 hour "Corporate Governance Byte" workshops. We also have an MOU with the Ethics Institute of South Africa and conduct business ethics training under their guidance, including Ethics Officer Certification Programmes. The MIoD is also a certified GRI Training Partner.

The quality and capacity of our trainers/facilitators is critical to the successful delivery of our workshops, and the success and sustainability of our training institute. In the past, decisions about the selection of local trainers and facilitators have been made on an ad hoc basis. These policy and guidelines are being proposed for the future in order to render selection procedures more transparent.

This policy concerns the recruitment of freelance trainers and facilitators for MIOD public and in-house workshops.

When new or additional trainers/facilitators are required, it is proposed to issue a call for expressions of interest. A small panel of 3 MIOD Directors, including the CEO, will be constituted to review and make the selection from the shortlisted candidates.

The key criteria for selecting freelance MIoD trainers/facilitators will include, but not limited to:

- Professional qualifications e.g. Chartered Accountants, Chartered Company Secretaries, Lawyers
- Academic qualifications –eg post graduate degrees in a business related field

- Up to date knowledge of their subject and proof of on- going continuous professional development activities.
- A teaching / training qualification relevant to teaching/training adult professionals eg successful completion of the Global Corporate Governance Network Train the Trainer Programme or its equivalent.
- Training ability and Interactive Training Style -proven experience of interactive adult training and facilitation
- Dynamic Presentation skills
- Outgoing personality
- Up to date MQA registration
- Director and board room experience and/or real-world Business Experience
- Professional appearance and credibility
- Potential to have impact in future training activities ie do they have the desire, inclination and opportunity to make an impact?
- Love of Learning to keep on top of the latest trends and thinking requires extensive reading, networking, and ongoing training
- Professional Attitude and Commitment
- Availability
- Good language skills – English and/or French)
- Testimonials and references