Nomination Process
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**World Pool Members**

- w/ 8 years clean, WS exposure & interest in serving

**HRP Evaluates Candidate Profile Reports**

**RBZ Candidates**

- Submitted from Regions, Zones, and World Board

**HRP Candidate Interviews & Reference Checks**

- All candidates move to the next level

- The most qualified candidates are identified for nomination

**HRP Nominees to the WSC**
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Members

- HRP Evaluates Candidate Profile Reports

- HRP Candidate Interviews & Reference Checks

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- HRP Nominees to the WSC
Scoring of CPRs

• Recovery Questions – 15 pts
• NA Service & Leadership – 45 pts
• General Questions – 75 pts
• Relevant Life Experience – 10 pts
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  - All candidates move to the next level

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  - The most qualified candidates are identified for nomination

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- **HRP Nominees to the WSC**
Candidates and References

- HRP team candidate interviews
- All interviews use the same set of questions with predetermined potential values
- World Pool and RBZ candidates are included in this process
Evaluation Criteria
(from GWSNA)

Generally, evaluations will be based on:
1. Skills, talents, and experience necessary to successfully fulfill the tasks of the position
2. NA World Service experience
3. Overall NA recovery and service history
4. The need for balance between rotation and continuity in NA world service efforts
5. The level of maturity, character, integrity, and stability
6. A history of commitment.
7. Diversity, when all other considerations are equal
Final determination of nominees

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w/ 8 years clean, WS exposure & interest in serving

HRP Evaluates Candidate Profile Reports

All candidates move to the next level

HRP Candidate Interviews & Reference Checks

The most qualified candidates are identified for nomination

RBZ Candidates
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HRP Nominees to the WSC
Final determination of nominees

- Individual scores are tabulated and compared
- HRP uses the scores as a foundation for discussions regarding final choices
- All nominees are selected by consensus of the entire HRP
- Nominees announced in HRP Report to the WSC
HRP Nominees
Invest in Our Vision
Candidate feedback

The strongest candidates have:

- A World Services “perspective”
- Complete, focused, and succinct responses to our questions
- Supportive references
Nominations from Conference Participants

• Independent from the HRP process
• NCP nominees receive a nomination and a second from seated participants
• Names are added to the final ballot; CPRs are distributed to participants
• There is one NCP on the WSC 2020 ballot
WSC Elections
Majorities Required for Election

- World Board: 60%
- Human Resource Panel: >50%
- Cofacilitator: >50%
WSC 2020 Ballots

Technical problems with your ballot? Email matt@na.org
Casting Your Ballot

Conference Participants can:

• vote in favor of any number of nominees by checking the box by their name
• abstain from voting for any number of nominees. Remember, abstentions act as a voting against a nominee.
• refrain from returning a ballot, reducing the number needed to seat any nominees. Effectively, the “present, not voting” option
Ballot deadline: Friday, 9 am (Pacific Daylight Time)