

Nomination policy

The Doctoral Student Guild (DS) believes that talent exists among all individuals. This is our policy on the recruitment work in the nomination committee. The document is also meant to be a support in the work as much as it is a declaration to the PhD students how the nomination committee is aiming to conduct its work. The nomination committee has the role of finding one nominated board member candidate from each department at Chalmers University of Technology that can be presented to the general assembly to be elected to represent the PhD students at Chalmers. It should be pointed out that all PhD students at Chalmers are able to self-nominate in the General Assembly if pursuing to be a DS board member representing their department. This applies both to candidates from departments where the nomination committee has already nominated a representative and for departments without a nominee.

To represent the PhD students at Chalmers to the fullest, the nomination committee works with local PhD councils and uses announcement in DS news channels to find suitable candidates. It should be noted the decision of whom to nominate is solely taken by the nomination committee. In addition, where it is seen as necessary, personal contacts and contacts with the department managements are used to find suitable candidates.

This policy also applies when recruiting employees of DS.

The work in the nomination committee aims to follow this policy to the best of our ability and in accordance to what is judged reasonable in terms of the resources it might cost to ensure that the best candidate is chosen.

- DS always looks for the most talented representatives to the board in terms of being able to represent the PhD students' interest at Chalmers well.
- DS wish to have a board constituted of individuals that complement each other's strengths and weaknesses so that the overall ability to represent the PhD students at Chalmers can be maximized.
- It is considered beneficial if the DS candidate can stay for more than one year, in order to secure continuity in the work. This is not, however, a requirement.
- DS is an advocate for that the meeting and information that concerns PhD students should be available in English. However, the official language at Chalmers is Swedish, which leads to that some of the representation in several of the councils that DS is included in is dependent on Swedish proficiency. Thereby it is considered necessary, for the time being, that enough board members can communicate in Swedish for the board to be able represent the PhD students well in these councils. This is not, however, a requirement on all board members as the internal work in the board is held in English.

- It is considered positive if the DS candidate is able to work with their respective local PhD student council.
- Talent cannot only be measured by past merits. It is rather the potential to perform well in the role as a PhD representative that is to be assessed. This includes looking at drive, passion, values, empathy and various competences that could be valuable in the board work.
- The individual's ability to represent the PhD student at Chalmers is independent of gender, ethnicity, religious background, sexual orientation, age, ideology, etc. DS nominates individuals based on their potential to do a good job representing the PhD students at Chalmers. This includes, but is not limited to, drive, passion, values, empathy, experiences and various competences such as understanding of the scientific process and ability to lead, negotiate and communicate.
- Different backgrounds can contribute to diverse experiences and point of views. Diverse experiences are seen as beneficial in the DS board work, representing the broad and diverse group of PhD students at Chalmers. However, DS holds it important to not reduce any person to only a product of their background. Thereby, when assessing candidates DS solely assess how the various experiences of the candidates can benefit the representation of PhD students at Chalmers, leaving out the background in itself. In addition, DS also thinks that valuable experiences must not be self-experienced to be beneficial in the board work, as empathy and communication enables us to understand other's stories.
- It is important to not have any biases in the nomination processes. In order to ensure this it is held important to consider potential risks for biases throughout the nomination process. DS strives to be self-critical and to use systematic methods, such as decision matrices, in this context. A few cases in the context of conflict of interest need to be addressed specifically. It is considered a too severe conflict of interest to be in the nomination committee and to, at the same time, aspire for either the chair or the vice chair position of the next activity year. Hence, when the board assigns the roles in the nomination committee it is made sure that these nomination committee members does not show interest in either of the chair positions. Moreover, if a nomination committee member changes its mind about the chair positions during the activity year then this person should be exchanged in the nomination committee. In addition, when it comes to other severe conflicts of interest, the nomination committee experiencing the challenge must indicate this for the rest of the committee and stay out of the decision as such.
- Swedish law permits that in case two candidates' competences are found to be impossible to rank the candidate of a less represented background/identity can be prioritized. This action can only be used with caution while securing that the candidates' competences are completely inseparable. The fundamental principle for selecting candidates is that the individual whom is judged to be the most suited for the role must be chosen. This is fair to the individuals and it makes sure that we do not discriminate towards anyone. Moreover, DS believes that talent is spread out in diverse backgrounds and that naturally leads to a diverse board if the assessment is only depended on talent in the screening of applicants.

Here follow some additional points applicable specifically to a recruitment process of an employee of DS.

- Potential conflicts of interest for the applying candidates should be investigated. It should be stated that these conflicts of interest are likely to be impossible to avoid completely. That is also why it is important to have a discussion about this topic with all considered applicants. If any potential conflict of interest is declared or found out of then it is important that the implications and the necessary actions are considered already in the recruitment process.
- It is important to advertise as broad as possible to allow for a process that finds the best candidates. This can imply DS communication channels, Chalmers internal and external news services, the student unions communication channels, Chalmers job application service and external job applications services. In addition, it is also good if direct actions are taken to contact organizations where it is likely to find qualified individuals.
- A job application should always be designed to focus on what is judged to be necessary requirements for the role. It is held important that personal biases are left out in this process.