



Procedures and Qualification Criteria

Framework for Appointing Board Members

The Board of Directors of the Passage to ASEAN Association is a working Board that provides direction and governance, and actively engage in the activities and organization of the association. They safeguard the institutional credibility and governance standards and function as a watchdog for the organization and the Association

Recruitment and Selection Procedures

1. The Board determines the qualification criteria and procedures in compliance with the Articles of Association and in line with values of transparency, equality and diversity. The Secretariat shall announce vacancies to the members
2. The Board may appoint a Committee to coordinate the procedures. In the absence the Secretariat shall manage the procedures
3. Nominees shall submit their curriculum vitae and supporting documentation to the Committee who shall recommend nominees to the Board. In the event that no nominee is recommended the Committee will consider appropriate action
4. Recommended nominees shall be invited for an interview with at least one third of the Board members. The Committee shall vet members for any potential conflict of interest
5. The interview committee shall nominate candidates for endorsement by the Board. The appointment becomes final after the Board endorsed the nominee and after the relevant authorities registered the nominee as Board member
6. The appointment shall be formalized by a letter with the expectations of the Board, the specific roles and duties that the director is expected to complete, the fiduciary duties and the accompanying liabilities, if any, that come with the appointment

Minimal Qualification Criteria

7. Nominees have affinity and in depth understanding of P2A. They are experienced senior leaders and administrators understand the role of a Board member. They have a history of co-operating with others to set and achieve shared goals and objectives, demonstrate the highest level of ethics and integrity and can eliminate the potential for conflicts of interest between to their own interests and those of the Association
8. Nominees must be eligible under the laws of Thailand and the country of residence



9. Nominees must be an Ordinary, Extra-Ordinary or Honorary member and registered with the organization for at least two (2) years. Nominees must be proposed and seconded by other Ordinary Members. All members must be in good standing
10. Nominees have actively participated in P2A Journeys and served P2A at least one (1) year for example in leading a country chapter, serving as chair of a committee or through other actions that significantly benefit the Association
11. Nominees must commit to attend meetings, events and activities and accept additional roles and duties in management and organization. Nominees must commit approximately 8-10 hours per month to the Association
12. Nominees must bear their own expenses for attending in meetings, events and activities. Nominees must demonstrate the means to cover the expenses

Extended Qualification Criteria

13. Nominees may have additional and unique or distinctive qualities that are particularly valuable for serving on the Board, may become a preferred nominee. Preferred nominees must meet any of the extended criteria:
14. Unique or distinctive experience in serving on a working Board, working with ASEAN governmental organizations, influencing Youth and Education policies in the region or through an exceptional ability to connect students
15. A history of accomplishments in Education, Technology, Finances, Management or Public Governance, or in fields pertaining to the social challenges of the ASEAN community
16. Distinct interest and qualifications to organize fundraising for the good of the association, or the interest and qualifications to forge Extraordinary Memberships with entities and organizations that contribute resources, services or funding
17. The social standing and professional reputation to raise the general public profile of the association, or the connections to people who may raise the public profile on their behalf

Qualification Determinations

Determinations made throughout the procedures are done on a case-by-case basis and after careful consideration of facts, circumstances and available criteria. The Board reserves the right to determine that any candidate is not qualified even if he or she satisfies the determinations in this framework.