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 two members of Oversight Committee. The members of the committee were Levi Clarkson (Policy & Governance Coordinator), Jonathon Frontain, and Ammar Hayel (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 4th, and applications closed on July 21st. The hiring committee completed initial rankings between July 22nd and 28th and the chair contacted top candidates to schedule interviews on July 29th. Interviews were conducted on August 3rd, 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 4th and the candidate promptly accepted. On August 15th the hiring committee’s recommendation will be brought to Council for ratification.

Hiring Decision
The hiring committee is happy to recommend Michael Favel for the position of Chief Returning Officer with the DSU for the 2022-2023 year.

Michael is a second year Law student with a keen interest in electoral processes and experience administering elections at the student union level. In 2020 he acted as Chief Returning Officer
for the University of Manitoba Arts Student Body Council general elections. Some of his duties during the election included organizing the nominations process, training candidates on how to run a campaign in accordance with council by-laws, enforcing the by-laws, setting up the online voting system, communicating with candidates as needed, ensuring the voting body was aware of the election and how to vote, and more.

During his interview with the committee, Michael 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. Michael is extremely knowledgeable about how student union 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 Michael can ensure the DSU’s by-election and general election run smoothly, consistently, and fairly.