

## LCC National Council: Recruitment Overview

### PURPOSE OF THE OVERVIEW

The purpose of this overview is to familiarize the LCC Coordinators Team (LCT) with the recruitment process for the LCC National Council (Council), to identify the role the LCC coordinators will play in the process, and to provide you with some talking points for explaining the process to your respective organizations and other networks.

### RECRUITMENT PROCESS:

The LCC National Council Charter (“Charter”) defines the size, composition and selection processes for the Council. Please note that the current size, composition, and selection processes were developed by the strategy team (with input from the conservation community, including the LCCs) for the convening of the first LCC National Council. The Charter specifies that the composition of the Council and the selection processes may change at the discretion of the Council once it is seated.

Before recruitment begins in earnest, the U.S. Institute for Environmental Conflict Resolution (U.S. Institute) will announce the LCC National Council and distribute the Charter and response to comments summary to the strategy team, the LCC Coordinators Team (LCT), and the conservation community at large.

In general, the recruitment process will consist of:

- Sending out recruitment materials (U.S. Institute)
- Gathering applications and nominations (U.S. Institute)
- Reviewing and ranking the nominees and providing recommendations to the U.S. Institute (review committees only for NGO, indigenous, tribal, and international membership categories)
- Selection of Council members from the recommended nominees (strategy team)

The Council is composed of 27 participants from 8 membership categories. However, the specific recruitment/selection processes vary by category:

- 1) **Federal:** Six federal agency directors will be nominated by respective agencies. BLM, FWS, NPS, USFS, NRCS, NOAA hold permanent seats on the LCC National Council.
- 2) **State:** Four state agency directors will be nominated for rotating seats by the executive committees of each of the four respective regional fish and wildlife associations, in consultation with AFWA.
- 3) **Tribal:** Three participants from federally-recognized tribes will be nominated from an application pool by a review panel, using a process designed by tribal strategy team members. These seats are limited to federally-recognized tribes and Alaska Native corporations.
- 4) **Indigenous:** One indigenous participant will be nominated from an open application pool, using

a process designed by indigenous strategy team members and LCC coordinators. This seat will be drawn from First Nations, Pacific Islanders, Caribbean peoples, Native Hawaiians and other indigenous peoples within the geography of the LCCs.

- 5) **NGO:** Four NGO participants will be nominated from an application pool by two review panels, composed of NGO strategy team members.
- 6) **International:** Four international seats will be nominated by a review panel using a process designed by international strategy team members and LCC coordinators. Candidates may come from any nation (other than the U.S.) participating in the LCC enterprise, as defined by the geography of the LCCs. A minimum of 1 participant from Canada and 1 participant from Mexico will be represented in these seats.
- 7) **LCC:** One LCC representative (steering committee member or LCC staff) will be nominated by the LCT. LCC staff members on the strategy team will work with the LCT to develop and facilitate this recruitment process.
- 8) **Major Partnership:** Two “Major Partnership” participants will be nominated, one from the National Fish Habitat Partnership Board and one from the Migratory Bird Joint Ventures.
- 9) **“At Large”:** Two “at large” members will be selected by the LCC National Council from organizations and interests not currently represented on the Council (e.g. local governments, territories, commonwealths, other federal agencies, philanthropic community), after the Council is convened.

#### **RECRUITMENT TIMELINE:**

- Distribute recruitment materials; solicit applications – 4-6 weeks
- Convene panels as appropriate to review and rank applicants/nominees and provide recommendations to the strategy team – 4-6 weeks
- Confirm strategy team selections and extend invitations to Council members – 2 weeks
- Convene first National Council meeting: Minimum 4 weeks from the time the invitation letters go out to new LCC National Council members

#### Expected Dates

- The U.S. Institute will initiate recruitment and selection of LCC National Council participants as soon as they are notified that DOI agencies have received support from Secretary Jewell (unless we hear of delays by other departments or agencies).
- When “green-lighted,” the U.S. Institute will send out a recruitment timeline that includes dates and information on how the strategy team, LCCs, and other partners will be involved in soliciting applications, reviewing and ranking nominees, and making final selections.
- In the meantime, the U.S. Institute and EnviroIssues will continue to support the strategy team subgroups to form review panels and finalize processes to prepare for recruitment.

- The U.S. Institute and EnviroIssues intend to have application packets and other recruitment materials ready in order to minimize any delay between Secretary Jewell's approval and the initiation of recruitment.

**LCT's ROLE:**

The LCT's role in the process:

- Share/distribute the recruitment materials (LCC National Council charter, comments summary, and other briefing materials) with your steering committees.
- Distribute the recruitment materials through your networks and listservs.
- Steering committee members and LCC coordinators may play a more active role in recruitment for certain positions (tribal, indigenous, international) by participating in review panels, speaking at conferences, and otherwise actively promoting the LCC National Council within their networks.
- The LCT will conduct its own review process to nominate the LCC representative to the LCC National Council.
- Though non-voting members, LCT Executive Committee members are encouraged to attend and participate in LCC National Council meetings.

For more information on the recruitment process, please contact Maggie McCaffrey, U.S. Institute for Environmental Conflict Resolution ([mccaffrey@ecr.gov](mailto:mccaffrey@ecr.gov)) or Penny Mabie, EnviroIssues ([pmabie@enviroissues.com](mailto:pmabie@enviroissues.com)).