



The Idaho Division of Occupational and Professional Licenses (DOPL)-Philosophy Statement

Executive Director Succession

While DOPL partners with the Boards jointly to achieve its mission and strategic objectives, the executive officer (EO) is tasked with implementing the strategies necessary for success. Furthermore, the EO is accountable for the daily operations of the Boards and their effective management.

DOPL recognizes that the long-term retention of EO's benefits the Boards and their mission of public protection. However, DOPL also acknowledges that the departure of an EO is inevitable at some point.

In the event of the EO's departure or incapacitation, DOPL emphasizes the importance of proactive planning for executive succession to ensure minimal disruption to Board operations and to support the organization's continued success.

To this end, DOPL is dedicated to effective executive succession planning by:

- Implementing policies and strategies to attract and retain committed, qualified individuals for the EO role.
- Developing and swiftly executing a process for executive replacement in scenarios of both planned and unplanned departures.
- Allowing sufficient time to identify and on board the most qualified candidate for the position when preparing for EO replacement.
- Recruiting candidates for the EO position who demonstrate the qualities of successful leadership.
- Seeking individuals whose characteristics and governance approach will enhance the value of the Board's charter.
- Identifying candidates who can motivate and inspire others with a clear vision for the future.

Adopted:
07/23/2007

Reviewed:
07/25/2024

Revised:
07/25/2024