

**PVAI VALUATION PROFESSIONAL  
ORGANISATION**

**[SELECTION PROCESS -CHIEF EXECUTIVE OFFICER]**

*(Framed by PVAI Valuation Professional Organisation)*

## **PVAI VALUATION PROFESSIONAL ORGANISATION**

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| <b>Topic</b>                   | <b>Selection Process- Chief Executive Officer</b>                                 |
| <b>Base Terms of Reference</b> | <b>Version 1.0</b>  |
| <b>Created by</b>              | <b>PVAI Valuation Professional Organisation team with help from Professionals</b> |
| <b>Approved by</b>             | <b>Governing Board of PVAI Valuation Professional Organisation</b>                |
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## **INTRODUCTION**

PVAI VPO shall appoint a Chief Executive Officer who shall be responsible for developing and implementing strategies and managing the overall operations and resources of a company. The Chief Executive Officer shall be appointed by PVAI VPO for a term of 5 years and shall be eligible for re-appointment. The Board of directors of PVAI VPO shall appoint a Chief Executive Officer by a majority of votes cast or by consensus.

## **DUTIES OF THE CHIEF EXECUTIVE OFFICER :**

- The Chief Executive Officer shall act in good faith in order to promote the objects of the company for the benefit of its members as a whole, and in the best interests of the company, its employees, the shareholders, the community and for the protection of environment.
- The Chief Executive Officer shall exercise his duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
- The Chief Executive Officer shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
- The Chief Executive Officer shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his relatives, partners, or associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.
- The Chief Executive Officer shall not assign his office and any assignment so made shall be void.
- The Chief Executive Officer shall be responsible for the organization, appointment, and dismissal of the staff of PVAI VPO.

## **SELECTION PROCESS**

For being appointed as a Chief Executive Officer the following conditions shall be satisfied:

- The Chief Executive Officer has not been sentenced to imprisonment under any of the following acts namely:
  - a. the Indian Stamp Act, 1899
  - b. the Central Excise Act, 1944
  - c. the Industries (Development and Regulation) Act, 1951

- d. the Prevention of Food Adulteration Act, 1954
  - e. the Essential Commodities Act, 1955
  - f. the Companies Act, 2013
  - g. the Securities Contracts (Regulation) Act, 1956
  - h. the Wealth-tax Act, 1957
  - i. the Income-tax Act, 1961
  - j. the Customs Act, 1962
  - k. the Competition Act, 2002
  - l. the Foreign Exchange Management Act, 1999
  - m. the Sick Industrial Companies (Special Provisions) Act, 1985
  - n. the Securities and Exchange Board of India Act, 1992
  - o. the Foreign Trade (Development and Regulation) Act, 1922
  - p. the Prevention of Money-Laundering Act, 2002
- The Chief Executive Officer has not been detained for any period under the Conservation of Foreign Exchange and Prevention of Smuggling Activities Act, 1974
  - The Chief Executive Officer has completed the age of thirty years and has not attained the age of eighty years.
  - The Chief Executive Officer is a resident of India.
  - The Chief Executive Officer shall not be an undischarged insolvent and not been adjudged as an insolvent.
  - The directors who intend to be appointed as a Chief Executive Officer shall submit nominations.
  - The Individual should be of sound mind.
  - The individual should be Graduate.
  - The Chief Executive Officer should have experience and knowledge in Valuation.

The detailed procedure is as follows:

#### **CANDIDATE PROFILE**

- The Chief Executive Officer shall have a distinguished record in economic policymaking at senior levels.
- The Chief Executive Officer shall have a good professional background, will have demonstrated the managerial and diplomatic skills needed to lead a

institution and will be a resident of India.

- The Chief Executive Officer shall be capable of providing strategic vision for the work of a high quality, diverse, and dedicated staff; and will be firmly committed to advancing the goals of the PVAI VPO by building consensus on key policy and institutional issues, including through close collaboration with the Board of Directors, under whose direction(s) he will fulfil his or her responsibilities.
- The Chief Executive Officer shall have a firm commitment to, and an appreciation of, multilateral cooperation and will have a demonstrated capacity to be objective and impartial.
- The Chief Executive Officer shall be an effective communicator.
- The Chief Executive Officer liaisons with the Board of Directors to make sure all the efforts are in alignment.
- The Chief Executive Officer shall possess the following capabilities:
  - **Sharp**- A leader who sees the way forward
  - **Focused**- A leader who stays on the course
  - **Enabler**- A leader who realizes the full potential of others
  - **Connected**- A leader who builds bridges rather than walls
  - **Energizer**- A leader who wins hearts as well as minds
  - **Achiever**- A leader who always delivers impact
  - **Pioneer**- A leader who is able to head in new directions

#### **DRAWING UP A SHORTLIST**

At the end of nomination period, PVAI VPO announces to the Board the names of those nominees who have confirmed their desire to be candidates. Amongst these, the Board of Directors of PVAI VPO draws up a shortlist of three candidates, taking into account the above candidate profile without geographical preferences.

#### **SELECTING THE SUCCESSFUL CANDIDATE**

The Board of Directors meets with the shortlisted candidates at PVAI VPO's corporate office. Thereafter the Board of Directors meets to discuss the strengths of the candidates and to make a selection. The Board of Directors selects the Chief Executive Officer by a majority of votes but can also be appointed by consensus.

## **APPROVAL BY SHAREHOLDERS**

The Chief Executive Officer appointed by Board shall be confirmed by the Shareholders of the Company.

## **TERMINATION**

The appointment of Chief Executive Officer shall be terminated in the following situations:

- Theft or other criminal behaviour
- Sexual harassment
- Physical violence or threats
- Misconduct involving moral turpitude
- The Individual is not solvent
- The Individual is not of sound mind

## **RESIGNATION**

A Chief Executive Officer may resign by giving not less than 3 months' notice. The Chief Executive Officer shall ensure that his/her activities, duties, roles shall be smoothly handed over to the person identified by the Board.

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