

Recruitment of an Advisory Member and a CTN Advisor

Recruitment process

- Meeting with the person in charge of partnerships in order to discuss the advantages of CTN membership and the specifics of status as an Advisory Member or Affiliate Member.
- Choice of Advisory Member status and commitment to dedicating one or more persons from one's team as a titular CTN advisor.
- Discussion of the role and responsibilities of CTN advisors and the profile being sought.
- Identification of a person matching the profile, who is to be engaged to fulfill the role of CTN advisor. CV to be sent to CTN coordination office for approval.
- Creation of a profile on the CTN website, registration of the person on mailing lists:
 - a. for the "eNews" electronic newsletter
 - b. for Call on All: Send and Receive
 - c. invitations to activities involving networking and ongoing improvement
- Participation of CTN advisor in an introductory session which covers the mission and values of CTN, the roles and responsibilities of a CTN advisor and the information and collaboration tools made available to them.

Profile being sought for CTN advisors

1. Experience

- Advisory relationship with SMEs (10 to 15 years)

2. Know-how

- Functioning of an innovative SME
- Sc./technology sector (expert in: _____ - 10 to 15 years)
- Company functioning (expert in: _____ - 10 to 15 years)
- SME management resources (have internal and external networks)
- Professional skills and services available within his organization
- Advantages: bilingual and skilled with electronic tools

3. Profile

- Client-oriented
- Empathetic
- Capacity for analysis and problem-solving
- Good communicator (listening-expression)
- Capacity for working on a team
- Capacity for working within a network, networking profile (according to Lise Cardinal)
 - They are curious
 - They have a sense for “good timing”
 - They know that the secret of a good action-network is action
 - They are highly organized
 - They have their own resources and they share them
 - They share their know-how
 - They are proactive
 - They are generous
 - They use their network wisely
 - They know how to say thank you and give credit where it is due
- Have acquired credibility with SMEs in his region or sector
- Have acquired credibility with his colleagues and other actors

4. Context

- Close relations with entrepreneurs on a daily basis
- Close relations with colleagues for the exchange of information/resources