



Nominations

By BISO HR, Chair of the Board and BI Student Representative
BI Student Organisation

For Elections on the National Meeting
22 and 23 March 2025

General information about our recruitment processes

The recruitment activities for all positions to be elected on this National Meeting have been conducted between 17 February to 13 March. All candidates who have applied have been interviewed. There were a total of 14 candidates for seven positions. All interviews were done digitally to review all candidates under the same conditions.

HR and other recruiters holds themselves to a strict objectivity standard. While selecting interviewers for each role, we have given higher priority to thorough understanding of the role rather than finding someone on the team who has no prior knowledge about the candidate. This has been done based on feedback from the organisation that the most experienced team members should be recruiting for the positions of trust. None of the interviewers have been a current direct manager for the candidate they have interviewed, in which case another solution would have been put into place. In the case of the interviewers being pre-selected where a possible bias might be at play, the Control Committee (KK) has specifically been requested to attend the interviews.

The Control Committee has additionally been informed about all the interview timings and had the opportunity to take random samples by observing the interviews. The Control Committee has also been invited to the selection meeting for the roles they have observed the interview(s) for. At this meeting, the interviewers discuss the candidates and select who to nominate. After the selection meetings, HR contacts all candidates for each role simultaneously and informs them whether or not they have been nominated. If the nominated candidate for some reason declines the nomination, then the nomination would be blank instead of introducing the runner-up as a nominated candidate.

HR's mandate is to ensure that the positions elected by the National Meeting are filled by suitable and diverse candidates. During the interviews, the interviewers have reviewed the candidate's motivation, experience and knowledge regarding BISO and the role.

The candidates in these positions are expected to represent all four campuses equally and to raise the gaze from his or her campus to a national collaboration. Integrity and independence is required and it is expected that the candidate will be able to work in a structured and targeted manner in line with BISO's strategy. It is required to be decisive and have the ability to critically reflect on one's own and others' actions.

All delegates at the National Meeting are encouraged to make an individual and informed decision during the elections. It is recommended that you familiarize yourself with the nominations and BISO's statutes on the election process.

Work process – Chair of the Board

All candidates who have applied have been interviewed. The interviews have lasted approx. 60-65 minutes, consisting of three parts: questions about the candidate's personal traits, questions related to the position and three relevant cases related to the issues this role might face.

Criteria for nomination

The criteria for selecting the candidates have been the following in order of priority:

1. Strategic reflection (Strategisk refleksjonsevne)
2. Role clarity (Rolleforståelse)
3. Structured approach (Strukturert tilnærming)
4. Relevant experience from various BISO roles (Relevant erfaring fra ulike BISO verv)
5. Relationship-oriented approach (Relasjonsorientering)

We discussed the criteria for this role beforehand and used this priority list to differentiate between the candidates. We made an overall assessment of which candidate would be the best fit for the role and with this list we are sharing what was highlighted in our discussion. Relationship-oriented approach was initially ranked higher on our priority list, but our candidates were all very strong on this personal trait, and we had to move the discussion to other criteria to be able to differentiate between the candidates. The nominated candidate is the one who rated the highest on the top items in this list.

Team composition

HR has been given the mandate to nominate candidates for all positions of trust. The HR Manager reports directly to the Chair of the Board, so it was important for us to include another perspective as well. The current Chair of the Board is the person who knows the role and its challenges the best, so we moved forward with this interview duo. This was clarified with the Control Committee Manager before the position was published. The Control Committee has had the opportunity to be present for all the interviews.

The following interviewers interviewed all the candidates for this role:

Pernille Wold Kaspersen, Chair of the Board

Tanweer Akram, HR Manager

Work process – Other Positions of trust in BISO

This description is for the recruitment processes for the General Manager, Academic & Political Coordinator, Control Committee Manager, Branding Committee Leader and Investment Committee Leader. The interviews have lasted approx. 60-75 minutes, consisting of three parts: questions about the candidate's personal traits, questions related to the position and 2-3 cases that are close to real-life situations for the role. There has been focus on having equal conditions for all candidates applying for a certain role, including the timeframe given and the questions asked in the interview.

Team composition

The interviews were conducted by the HR Manager and an HR team leader who belonged to a different campus than the candidates who had applied for the role. The following HR representatives made up the interview team:

Celina Kolnes (interviewed for Investment Committee Leader)

Kristine Holst (interviewed for Academic & Political Coordinator)

Markus Hviding (interviewed for Control Committee and Branding Committee Leader)

Victoria Thome Thamdrup (interviewed for General Manager)

Tanweer Akram (present for all interviews)

Criteria for nomination

The criteria for selecting the candidates have been the following in order of priority:

1. Personal suitability and leadership qualities
2. Relevant professional competence for the role
3. Strong motivation for the position
4. In-depth knowledge about BISO
5. Solid management experience

We used this priority list to differentiate between the candidates. We made an overall assessment of which candidate would be the best fit for each role and with this list we are sharing what was highlighted in our discussion. If one criteria is lower on the list, that would mean that the competing candidates rated similarly on this, so the discussion was moved to other criteria to be able to differentiate between the candidates. The nominated candidates are the ones who rated the highest on the top items in this list.

Work process – Student representative to Board of Trustees of BI

BISO is responsible to elect two student representatives to the Board of Trustees of BI Norwegian Business School. These two representatives function on alternating periods, where the representatives hold the position as student observer in the first term and the position as a student representative at the Board in the second term. Students are not required to be members of BISO to be eligible to hold this position but must be an active student at BI Norwegian Business School.

All candidates who have applied have been interviewed. The interviews have lasted approx. 45 minutes, consisting of three parts: questions about the candidate's personal traits, questions related to the position and four cases related to the issues this role might face. The Control Committee has been present for all interviews as well as on the selection meeting where it was decided which candidate will be nominated.

FYI, this election cannot be conducted by acclamation as BI requires a written vote.

Team composition

This is not a BISO position, but BI wants the candidate to be democratically elected at BISOs National Meeting by the students. This year, the following team has interviewed:

Emilie Rolsdorph-Sætre, HR Deputy Manager, previous student rep. to the BI Board
Ida Lutro, current Student Observer to the BI board

Criteria for nomination

The criteria for selecting the candidates have been the following in order of priority:

1. Insight into board work and ability to operate at a strategic level in alignment with BI's Board mandate
2. Connectedness to the students (being a full-time student is a preference for BI)
3. Great oral communications skills and ability to argue in a factual way

Experience from BISO has not been given outcome-altering weight.

We used this priority list to differentiate between the candidates. We made an overall assessment of which candidate would be the best fit for each role and with this list we are sharing what was highlighted in our discussion. If the criteria are lower on the list, that would mean that the competing candidates rated similarly on this, so the discussion was moved to other criteria to be able to differentiate between the candidates. The nominated candidates are the ones who rated the highest on the top items in this list.

Report from the Control Committee

This report has been written by the Control Committee Manager, Sigrid Lie, and has been shared with the HR Manager, Tanweer Akram, who has copied the text into this document:

Leading up to the interviews, communication between HR and the Control Committee was effective. The Control Committee received the interview plan within a reasonable timeframe, which clearly outlined the time, location, and interviewers for each session. Upon request, a meeting link was also provided. Additionally, HR carefully considered potential biases among interviewers and, to the greatest extent possible, selected individuals without conflicts of interest.

Overall, the Control Committee has a positive impression of the interview process. We observed that candidates were given sufficient time and were assessed objectively based on their applications and interviews. KK also acknowledges that HR provided clear information on the structure of the interview and what candidates could expect throughout the different stages. Questions were relevant to the positions applied for, and candidates were well informed by HR regarding the next steps, regardless of whether they were nominated.

The interview process for the Student Representative to the BI Board followed a different approach. Since all involved individuals had potential biases, the Control Committee was present throughout the process to ensure fairness and consistency for all candidates.

The Control Committee has no critical remarks regarding HR's process.

Nominations

Based on reviewing the motivational letters, CVs, interviews and case solving, the nominations for each position of trust are presented on the next pages:

Chair of the Board – Misha Mohammadi

The HR Manager and current Chair of the Board hereby nominates Misha Mohammadi for the position of Chair of the Board in BISO for the period 1 July 2025 – 30 June 2027.

Misha has a Bachelor's degree from BI Bergen in Business Law and Economics which she completed in June 2022. Ever since Misha joined BI in 2018, she was engaged in various roles in the student organisation. She started by establishing a new sports team at BIS, and moved on to several positions of trust after that. Misha has been a part of the Control Committee and the HR team at BISO Bergen before becoming the President at this campus. Alongside this latter position, she was also a student representative in the BISOs Board of Trustees. After completing her studies, she joined the Operations Unit in BISO as a full-time employee as a Business Controller (this role was previously called “Treasurer”). She worked in this role until April 2024 where she was hired as a Business Controller in 24Sevenoffice Norway AS. Misha stayed on as a consultant for BISO until June 2024 to properly onboard the new Business Controller. Last month, she joined the BISOs Board of Trustees again as an external board member.

Misha has six years of experience from the student organisation at BI, both before and after the merger in 2020. She has a thorough understanding of the organisation due to her roles both at campus level and the national level and can relate to the day-to-day challenges that students and employees experience in our organisation. She has observed the board meeting dynamics in BISO both as a guest and as a board member, and has valuable insight into BISOs history both from the operations and the board level. From her current job in 24Sevenoffice, she has gained knowledge about change processes.

Misha is still passionate about BISO and impressed us with her strategic reflection, financial insight and thoughts on role clarity in BISO. She shared relevant examples of how she has provided structure in her roles in BISO as well as at her workplace. She has a clear idea of how she wants to plan, organise and execute board work in this role. She is transparent about her reflections around what she would have done differently today knowing what she knows now, displaying growth and emotional maturity. We believe Misha is the right fit for the role as the Chair of the Board. The nomination is unanimous.

General Manager – Marie Haga Eriksen

The HR team hereby nominates Marie Haga Eriksen for the position of General Manager in BISO for the period 1 July 2025 – 30 June 2026.

Marie completed her Bachelor's in Organizational Psychology, HR and Leadership in June 2023 and is currently a first-year master's student in MSc in Leadership and Organizational Psychology at BI Oslo. She was an Association Manager for her study programme when she was studying at the bachelor's level in 2022. She stepped into the Campus Management at BISO Oslo in January 2023 and held the role of Head of Academic Associations for 18 months. She entered into her current role as President of BISO Oslo in July 2024. This role also entails being a board member at BISOs Board of Trustees as well as in StudConsult AS where BISO is a co-owner. Marie works part-time at InfoHub at BI Oslo where she is the first point of contact for student inquiries.

Marie has been engaged in BISO since 2022 and has shown growth throughout her various positions in BISO. She shares relevant examples of how she clarifies expectations with her team and how she seeks feedback to continuously learn and grow. Marie has developed and practiced good onboarding routines in her teams. She has helped organize workshops at the campus level and assisted on the national level to ensure good transition of knowledge. She shares a clear leadership philosophy which has developed over the years that she has had personnel responsibility for leaders in BISO. Through her current role, she has also experience with close communication with BI.

Throughout the interview and case solution, we could see Marie's ability for critical thinking and self-analysis at display. While the President role requires an operational campus-focus, the General Manager role entails representing the whole organisation and seeing the bigger picture. Marie shares examples of how she already has tuned into this focus through her role as a board member at BISO. She shares great reflections on how to develop a good work environment where information and knowledge is shared and feedback is exchanged. Marie understands challenges of the current organisational structure at BISO and shares her thoughts on how the collaboration can be strengthened between campuses and the national level. We believe Marie has the right motivation, experience and focus for the role as General Manager. The nomination is unanimous.

Academic & Political Coordinator – Sindre Aamodt

The HR team hereby nominates Sindre Aamodt for the position of Academic & Political Coordinator in BISO for the period 1 July 2025 – 30 June 2026.

Sindre has a Bachelor's degree from BI Oslo in Business Law and Economics which he completed in June 2024. He has been engaged in various positions in BISO ever since he joined BI in August 2021. He stepped into the role as Campus President at BISO Oslo in January 2023 and held this role for 18 months. For the last half-year he served as the president, he was also an interim Head of Academics as this person left their position. During this same time period, he was also a board member at BISOs Board of Trustees. Currently, he is a member of the Academic Forum in BISO and has been since August 2024. Sindre has represented BISO at NSO's National Meeting and in the Welfare Council (VT).

Sindre has also served for two years in 2023-2024 as the student representative on the BI board. In this role, you serve first a half-year as a student observer and then a half-year as the student representative. He was re-elected once for this role. Currently, he is working at BI with corporate and external relations through the Outreach department. Sindre has built an impressive network in BISO and at BI through his positions in both organizations during the last 3 1/2 years. He has been in close communication with the Top Management Team at BI, including the Provosts and the President Karen Spens.

Sindre has represented the students at several of BI's academic bodies and has insight into historical cases as well as current ones. He displays a thorough understanding of how students need to work together to reach a breakthrough in the cases and how to collaborate with BI in a constructive manner. He is able to speak in great detail about how BI has worked on ensuring a standard for the minimum number of reading places per student and how the students working on this case have worked to bring this case forward. He also shares insightful reflections on which cases should be worked on through the target documents and which matters could be more swiftly handled using the network at BISO and BI. We believe that Sindre has thorough understanding of the academic area at BI and has familiarized himself with the external affairs area as well. We believe that he is ready to excel in this full-time role. The nomination is unanimous.

Control Committee Manager – Julie Elise Arnøy

The HR team hereby nominates Julie Elise Arnøy for the position of Control Committee Manager in BISO for the period 1 July 2025 – 30 June 2026.

Julie is a second-year student of the Bachelor's in Business Law and Economics at BI Trondheim. She is currently the Head of Business Relations at BISO Trondheim and has held this position since July 2024. Previously, she has been engaged in BISO as the Business Relations Manager at Fadderullan at BISO Trondheim and has nearly two years of BISO experience. She has held several volunteer positions at other schools and has work experience from the service industry. She will be joining a law firm through an internship next semester and will be working within the areas of risk and compliance.

Through her work experience in management as well as BISO roles, Julie has achieved insight into personnel responsibility. She has managed teams and dealt with conflict through the roles she has had. She shares well thought-out reflections on how she manages conflict and stress. She has taken an active role in formulating new guidelines with the business team and has carefully studied BISO's statutes and local laws.

Julie reflects well around how the Control Committee operates in BISO today and what can be improved in the future. She has an ambition to develop the committee's work further and making the statutes and local laws more precise and easier to understand. She also shares well-developed thoughts about how one can make the Control Committee more visible to the campus managements and other units in BISO.

During the case solving part of the interview, she displayed a great understanding into how the Control Committee team should be onboarded and collaborate with each other. She shared good ideas about how one can recruit both new and experienced members to the Control Committee. We see Julie as a reliable and engaged candidate who is ready to take on the role as the next Control Committee Manager. The nomination is unanimous.

Branding Committee Leader – Helene Tjelta

The HR team hereby nominates Helene Tjelta for the position of Branding Committee Leader in BISO for the period 1 July 2025 – 30 June 2026.

Helene is a second-year student of Organizational Psychology, HR and Leadership at BI Bergen. She is currently the Head of Content, Marketing & PR i BISO Bergen and a member of the Branding Committee. She has previously worked as a Content Creator in the nightlife industry, and has experience with photography, filming events and creating marketing campaigns. Her other work experience is from customer services and sales.

Through her current role in the Campus Management since July 2024, Helene can show to impressive results when it comes to the number of views and followers at Instagram. She has also achieved viral success through TikTok with a high number of views and likes. She shared a clear vision with us of how BISOs profile and social media presence can be further developed to better serve the target group which is the BI students.

Helene speaks passionately about building the BISO brand and developing the organization through collaboration between the campuses. She highlights the importance of creative freedom, adapting to each campus' needs and culture while also maintaining a stable framework for the BISO brand, such as communication guidelines. She shares concrete examples of what would work well at one of our campuses which might be less relevant for another and how that should be considered when we is developing our communication strategy to the students at each campus.

Helene reflects well around how one can motivate and lead team members and shares experiences from managing the BISO Media team. She reflects well around creating psychological safety for her team and supporting team members. She impressed us with her dedication to stick to what she believes is the right communication strategy for her target group. We see Helene as a visionary leader who has the relevant professional competence and the right motivation to take on this role. The nomination is unanimous.

Investment Committee Leader – August Runde

The HR team hereby nominates August Runde for the position of Investment Committee Leader in BISO for the period 1 July 2025 – 30 June 2026.

August is a second-year student of the Bachelor's in Economics and Administration at BI Bergen. He is currently the Financial Controller in the Campus Management of BISO Bergen since July 2024. He has also been a member of the Investment Committee since October 2024. Before these two current roles, he was the Financial Assistant at his campus for five months. He joined BI during the fall semester of 2023 and started his BISO engagement with the position as Logistics Manager in Winter Games which gave him the motivation to further engage himself in the student organisation.

August has worked part-time in a bank since 2023 and is nearly finished with his authorization as a Financial Advisor, within the areas of macro economics, financing and investments in the stock and bond markets. Through his current role as an investment committee member, he has worked on the current investment plan and risk assessment that the committee has done, which is within the framework BISO's Board of Trustees has approved. BISO's liquid funds are currently being invested according to this plan.

The other main task for the Investment Committee is to process the applications for the BI integration fund according to a set criteria and recommend to the Board of Trustees whether the application should be approved or rejected. August reflects well around how the criteria should be re-evaluated as time goes by instead of making exceptions from criteria, to make sure that everyone is treated fairly. He connects the responsible managing of liquid funds and generating financial income to the goal of creating student welfare through these funds. He also connects the dots between BISO's Political Target Document and the investment strategy of BISO, explaining how one should stay away from certain businesses, be mindful of an ethical line and our social responsibility.

August reflects impressively around including his team in decision-making and shares several examples of how he plans to manage the team. We see him as a highly motivated candidate who has a great understanding of the role. The nomination is unanimous.

Student Representative to the BI Board – Kristoffer R. Bjordal

The nomination for the position of Student Representative to the BI Board in BISO for the period 1 July 2025 – 30 June 2026 hereby goes to Kristoffer R. Bjordal.

Kristoffer is 25 years old and is in his first year of the Master of Science in Business program at BI Oslo, majoring in Strategy. He has been active in various roles within both BISO and BI, including National Management, the Welfare Council, Associations Manager for BI Business students, Learning Assistant, and Class Representative. Most relevant for this role is his experience as a student representative on the BI Board over the past year, where he has gained valuable insight into board work and BI as an institution.

Kristoffer has distinguished himself with his ability to understand the role of a student representative on the board, along with the responsibilities that come with it. During the interview he greatly reflected on the balance of the role as a student representative while simultaneously adopting a holistic and strategic perspective on BI as an organization. During his current term on the board, he has contributed to strengthening communication between BISO and BI, and elaborated further on how he envisions improving this collaboration. This demonstrates his ability to think long-term and work systematically to advance students' interests on the board.

As an active student with broad experience from various aspects of student life at BI, Kristoffer has a strong connection to the student body. His commitment to the best interests of the students, combined with his ability to challenge established structures and think innovatively about BI as an organization, makes him a highly qualified candidate for the role. During the interview, Kristoffer impressed with his strong oral communication skills. He argues in a factual, clear, and convincing manner while also demonstrating the ability to listen and incorporate diverse perspectives. These are crucial skills for a student representative on the BI Board. With his experience, academic background, and dedication to BI and its students, we are confident that Kristoffer will excel as a student representative.

The nomination is unanimous.

Information about benching

If you wish to bench for any position, please report this to hr@biso.no by Friday 21 March at 10.00, which is 24 hours before the National Meeting starts. Candidates who wish to give their speech digitally must follow this deadline to ensure that their candidacy is registered and that they can receive a digital meeting link.

Participants who are attending the National Meeting also have the opportunity to nominate themselves or suggest someone else who is present at the meeting as a candidate for the position when the Chairman asks if anyone else would like to bench. The person who is proposed by someone else can accept or decline the candidacy.

We prefer to be notified in advance about benching so that the meeting schedule is more predictable in regards to the number of candidates running and that elections can be prepared in the system with candidate names. HR team members who have been active in the recruitment, the Control Committee and the Chairman of the meeting will know the identity of those who have notified us about their pre-benching. The Operations Unit will be informed about the total number of candidates who have reported pre-benching.

For all the elections, each candidate will be given a maximum of 3 – three – minutes for their speech followed by a question round of 10 – ten – minutes. The same time frame is given for nominated and benching candidates. Competing candidates will need to leave the room while another candidate is holding their speech and answering questions. HR will read the nominated candidate's written nomination before they give their speech. When it comes to the order of presenting the candidates, it will start with the nominated candidate, followed by the pre-benched candidate(s) and ending with spontaneous bencher(s) in the meeting. If more than one candidate per category, then we practice alphabetically by last name within the same category before moving on to next category.

HR does not share information about which candidates have been interviewed and not nominated, so it is up to the candidates or the meeting participants to address this question if they find it relevant to speak about. For any questions, please contact HR-Manager Tanweer Akram, via Teams or email at tanweer@biso.no.