

Subject: Recruitment of a new Chief Executive
Agenda item: Public item 7
Report No: 3
Meeting date: 29/06/2012
Report to: Board
Report of/by: Jonathan Dutton, Executive Director of Finance and Corporate Services

FOR DECISION

This report will be considered in public

1. SUMMARY

1.1. This report seeks the approval of the recruitment process for the Chief Executive.

2. RECOMMENDATIONS

2.1 **NOTE** the proposed arrangements for the recruitment of the Chief Executive

2.2 **AGREE** to the appointment of a search and selection company to support the recruitment process

3. TIMING

3.1. It is desirable for the new Chief Executive to be in place as soon as possible after the Games and therefore the decision is **URGENT**.

4. BACKGROUND

4.1. This is a critical and high profile role. It is essential that the Development Corporation attracts robust and high calibre candidates who closely match our specification.

4.2. It is recommended that a search and selection company is appointed, following a competitive process, to support the recruitment process. The appointment of a search and selection company, who would undertake a wide ranging search for suitable candidates as well as advertising, has several advantages over in-house handling. These are:

- The attraction of a wider candidate pool
- Targeting of individuals who are not currently in the job search market
- Access to a range of sectors
- Efficiency of process and LLDC resource

- Mitigate the timing of an advertisement during the summer months when a single advert may be missed owing to potential candidates being on holiday
- 4.3. There are a number of highly experienced head-hunters for this calibre of role and a competitive tendering process is proposed to secure the best form for the commission
 - 4.4. A separate Board paper has been prepared establishing a Resource and Remuneration Committee who will (subject to agreement of their terms of reference) take the final decision on the appointment of the CEO.
 - 4.5. The Mayor of London will be consulted in line with the draft Memorandum of Understanding between the Mayor of London and the London Legacy Development Corporation.
 - 4.6. The recruitment process will be managed by the Interim HR Director.
 - 4.7. A indicative timescale is as follows:
 - Appointment of head hunters and advertisement – mid July
 - Long list – mid August
 - Short list – end August
 - LLDC interviews – beginning of September.

5. FINANCIAL IMPLICATIONS

- 5.1. The cost of the search process is estimated to be £60-70,000, which will be found from the Operational budgets.

6. LEGAL IMPLICATIONS

- 6.1. Schedule 21 of the Localism Act 2011 stipulates that Corporation will appoint its Chief Executive. A proposal to the June Board meeting will delegate this function to the Resource and Remuneration Committee.

<p>List of Background Papers: “None”</p>

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