



Lancashire Enterprise Partnership Limited

Private and Confidential: NO

Date: Monday, 11 February 2019

Update on Recruitment of LEP Chair and Directors

Report Author: Graham Cowley; grahamcowley15@gmail.com

Executive Summary

This report summarises progress made since the December LEP Board meeting regarding recruitment of the LEP Chair and 2 new LEP Directors.

Recommendation

The Lancashire Enterprise Partnership Board is asked to:

- (i) Note progress made with regard to recruitment of the LEP Chair.
- (ii) Note the decision of the LEP recruitment panel and approval of the company member to appoint 2 new LEP Directors.

Background and Advice

1. Introduction

1.1 On 12th December 2018, following extensive consultation with the business community and other stakeholders, the LEP Board approved the job description for the Chair of the LEP for use in the ongoing recruitment process. The LEP Board report in November outlined a recruitment programme that targeted the recruitment of a new LEP Chair by April 2019.

1.2. The LEP Board was also updated on the recruitment process for two new LEP Directors and advised that interviews would take place in January 2019.

2. LEP Chair recruitment progress

2.1 The recruitment consultants Proventure were commissioned in December and the search process began in accordance with the programme previously reported.

2.2. An initial briefing meeting was held with the Transition Director and Head of LEP Co-ordination followed by discussions with MP's, the LEP Chair, ex-Chair and other key stakeholders to give the consultants a wider perception of the LEP and role of



Chair, as well as seeking views on potential candidates from existing networks. That process is now complete and the search stage commenced on programme at the beginning of February following final tweaks to the recruitment pack and website. Disappointingly, no female candidates were highlighted during the extensive stakeholder consultations.

2.3. A long list of candidates will be finalised by mid March with preliminary interviews to be carried out by the end of March and the shortlist produced. Final interviews to be held by 18th April and the recruitment decision reported to the LEP Board meeting on 30th April.

2.4 With regard to the advertised time commitment and potential remuneration the advice of our consultants, taking account of stakeholder input, is to leave the commitment at 5 days per month, and not to remunerate the role but be open to providing a compensatory payment to the candidate's employer should that assist in attracting the best person.

3. Recruiting two additional LEP Directors

3.1 Directors are requested to note that the recruitment of two additional Directors- one with the skills and experience to be the SME Champion and another to represent the area of Skills and Technical Education- continued in January. Interviews were carried out by a panel comprising the LEP Chair, the Leader of LCC, and another LEP Director.

3.2 The decision of the panel, ratified by the company member, will be reported orally to the Board meeting.

3.3 The Chair will introduce the two new Directors to the Board at this meeting.

List of Background Papers

Paper	Date	Contact/Tel
LEP Chair Draft Job Description and Person Specification - result of public consultation	12 th December 2018	Graham Cowley / grahamcowley15@gmail.com

Reason for inclusion in Part II, if appropriate

N/A