



## Lancashire Enterprise Partnership Limited

**Private and Confidential: NO**

**Date:** Monday 30 September 2019

**Recruitment of the Lancashire Enterprise Partnership Chief Executive Officer**  
(Appendix 'A' refers)

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### **Executive Summary**

This report considers the process for the recruitment of a permanent LEP Chief Executive.

### **Recommendations**

The Lancashire Enterprise Partnership Board is asked to:

- (i) Delegate to the Chair the details of the recruitment process for the permanent Chief Executive, with a confidential report back to the Board at its next meeting on the position at that point; and
- (ii) Note the appointment of Berwick Partners as the Recruitment Consultants.

## **Background and Advice**

### **1. Introduction**

- 1.1 At the end of March Andrew Pettinger was appointed as the interim Chief Executive pending the recruitment of a permanent replacement. It was also considered prudent to wait until the appointment of a new Chair before commencing that recruitment. Mr Steve Fogg was appointed as Chair at the last meeting of the Board in June 2019 and Blackpool Council has been asked to assist again with the recruitment of the Chief Executive, as they assisted with the recruitment of the Chair. A meeting has been held with the Chair and this report is to update the Board on the potential approach to the recruitment of a permanent Chief Executive.



## **2. Recruitment Process Proposals**

- 2.1 Following discussion with the Chairman and LEP Officers, a direct award to Berwick Partners has been made to assist and support the search and recruitment/ appointment process.
- 2.2 As a reminder the Company Articles of Association state that with regard the appointment of a Chief Executive. "The Members shall be entitled to appoint and remove a chief executive of the Company by unanimous resolution." This means, currently, that Lancashire County Council and Blackpool Council (the current members) must unanimously agree to the appointment. It is recommended that the remuneration for the role be up to £120,000 per annum. A draft Job description and person specification is attached at Appendix 'A'.
- 2.3 However, it is considered important to involve, as appropriate, representatives from the LEP Board as well, together with other relevant stakeholders. It is recommended that this be delegated to the Chair and he can seek assistance in the recruitment process from members of the Board depending on skills needed, availability and representation, at his own discretion. This will hopefully make for a more flexible, business-focused approach to quicken the process.
- 2.4. The next meeting of the LEP Board is on 12<sup>th</sup> November and this will probably be too tight in reporting in a final nomination but it is recommended that the Board be appraised as to a confidential shortlist at that meeting with an appointment scheduled for the end of November. If this is the case then it is recommended that this is done as an urgent business by the Board, so the preferred candidate is not kept waiting on the decision for too long.

### **List of Background Papers**

Paper

None

### **Reason for inclusion in Part II, if appropriate**

N/A