

CABINET
3 DECEMBER 2020

Appointment of Directors to 3 Rivers Developments Ltd

Cabinet Member Cllrs Bob Evans, Deputy Leader and Cabinet Member for Housing & Property Services and Cllr Andrew Moore, Cabinet Member for Finance

Responsible Officer Stephen Walford, Chief Executive

Reason for Report: To comply with the requirements of the recommendations agreed by the Cabinet, Scrutiny and Audit Committees that new Directors are appointed to 3 Rivers Developments Limited.

RECOMMENDATION(S): That the Cabinet agree to the recommendation as proposed.

Relationship to Corporate Plan: There are none.

Financial Implications: The additional salary overheads for these 2 new posts were included in the recent funding request by the company.

Budget and Policy Framework: The budget for these 2 new appointments has been approved as part of the company's interim funding request for the remainder of 2020/21 and will then form part of the overall salary overhead included within the company's Business Plan to be considered by Cabinet in February 2021.

Legal Implications: There could be significant issues arising from not having competent Directors in place.

Risk Assessment: These appointments were recommended to effectively eliminate a potential conflict of interest and also bring additional knowledge and skill sets in to the company.

Equality Impact Assessment: There are no direct implications of this decision.

Impact on Climate Change: These 2 new appointments have no direct impact on climate change.

1.0 Introduction/Background

- 1.1 As agreed by Cabinet at its meeting on 11 June 2020 and endorsed by subsequent meetings of the Scrutiny and Audit Committees, it was recommended that a new Financial Director and a new non-Executive Director be appointed to 3 Rivers Developments Ltd.
- 1.2 Specialist recruitment consultants were appointed and a short-list of four candidates for each post were selected and interviewed on the 25 and 26 November 2020.

- 1.3 The interview panel consisted of the Cabinet Member for Finance, the Deputy Chief Executive/Section 151 and Managing Director of 3R for the Financial Director and the Deputy Leader and Cabinet Member for Housing & Property Services, the Deputy Chief Executive/Section 151 and Managing Director of 3R for the Non-Executive Director post. A specialist from the recruitment agency was also involved in the interviews to give advice.
- 1.4 A series of questions were agreed in advance by the MD of 3R in consultation with the other current Directors of the Company and the 3R Cabinet 'champions'.
- 1.5 A more detailed overview of the process has been supplied by 3 Rivers Developments Ltd. and is attached as a confidential annex to this report.

2.0 **Recommendation**

- 2.1 Following comprehensive interviews of all 8 candidates (four for each post) it is recommended by the two interview panels that the following be offered the posts:
- 2.2 Financial Director – John Riley
- 2.3 Non-Executive Director – Bill Yardley
- 2.4 Cabinet are asked to endorse these appointments. Further details in relation to start dates, etc., will be shared in due course.

Contact for more Information: Andrew Jarrett – Deputy Chief Executive (S151) and FD 3 Rivers Development Ltd.

Circulation of the Report: Cabinet and Leadership Team