

**CABINET  
8 MARCH 2022**

**Appointment of Finance Director to 3 Rivers Developments Ltd.**

**Cabinet Member(s):** Cllrs Bob Evans, Deputy Leader and Cabinet Member for Housing & Property Services and Cllr Andrew Moore, Cabinet Member for Finance

**Responsible Officer:** Andrew Jarrett, Deputy Chief Executive

**Reason for Report:** To comply with the current governance arrangements under schedule 2 of the Shareholder Reserved Matters, the appointment or removal of a Director is a reserved matter for the Shareholder, this is currently a Cabinet decision.

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

**Relationship to Corporate Plan:** There are none.

**Financial Implications:** With the exception of the additional recruitment costs there are no additional budgetary implications from this decision.

**Budget and Policy Framework:** The budget for this post is already included within current approved levels.

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

**Risk Assessment:** This post is critical to understanding and thereby reducing the level of financial risk to the company.

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

**Impact on Climate Change:** This appointment has no direct impact on climate change.

**1.0 Introduction/Background**

- 1.1 In late November 2021 3 Rivers Developments Ltd. (3RDL) received the resignation of its current Finance Director who had been in post for approximately 12 months. The resignation led to a standard recruitment process, which is explained in more detail in the attached part 2 paper received from the company.
- 1.2 Specialist recruitment consultants were appointed and a short-list of three candidates for the post were selected and interviews set for the 16 February 2022.
- 1.3 The interview panel consisted of the Deputy Chief Executive (S151) and the Managing Director of 3RDL. A specialist from the recruitment agency was also involved in the interviews to give advice.

- 1.4 A series of standard questions were agreed in advance by the MD of 3RDL in consultation with the other current Directors of the Company and the 3RDL Cabinet 'champions'.
- 1.5 A more detailed overview of the process has been supplied by 3RDL and is attached as an annex to this report.

## 2.0 Recommendation

- 2.1 Following comprehensive interviews of both candidates (one withdrew the day before the interviews) it is recommended by the company that the following post be offered:
- 2.2 Financial Director – Paul Neilson
- 2.3 Cabinet are asked to endorse this appointment. Further details in relation to start dates, etc., will be shared in due course.

**Contact for more Information:** Andrew Jarrett, Deputy Chief Executive (S151) ([ajarrett@middevon.gov.uk](mailto:ajarrett@middevon.gov.uk)) or Nick Sanderson, Managing Director 3RDL.

**Circulation of the Report:** Cabinet and Leadership Team