

GREATER LONDON AUTHORITY

REQUEST FOR ASSISTANT DIRECTOR DECISION – ADD2055

Title: Executive Search for the Chair of the London Legacy Development Corporation and the Chair of the Old Oak and Park Royal Development Corporation

Executive Summary:

This decision sets out the proposal to use an executive search agency to deliver the search and selection for appointments of the Chair of the London Legacy Development Corporation and the Chair of the Old Oak and Park Royal Development Corporation. The final decision on the appointments will be made by the Mayor.

It is proposed that Green Park are engaged without competition given the work and the experience they have of undertaking work on behalf of the London Legacy Development Corporation.

Decision:

That the Assistant Director of Human Resources and Organisational Development approves:

- Expenditure of up to £30,000 on the services of Green Park executive search agency required for the identification of persons for potential appointment to the roles of chair of the: London Legacy Development Corporation; and Old Oak and Park Royal Development Corporation; and
- The related exemption from the requirement of the GLA's Contracts and Funding Code to procure such services via competitive tender or by calling off services from an accessible framework.

AUTHORISING ASSISTANT DIRECTOR/HEAD OF UNIT:

I have reviewed the request and am satisfied it is correct and consistent with the Mayor's plans and priorities.

It has my approval.

Name: Juliette Carter

Position: Assistant Director of HR and OD

Signature:



Date:

AD Head OD
13/12/2016

PART I - NON-CONFIDENTIAL FACTS AND ADVICE

Decision required – supporting report

1. Introduction and background

The Chair of the London Legacy Development Corporation (LLDC) stood down with immediate effect in early November 2016. The Old Oak and Park Royal Development Corporation (OPDC) has been without a Chair since the Mayoral election. Both boards now urgently need to appoint a Chair to oversee their critical work.

The OPDC has been subject to a review by the Greater London Authority. The review has now concluded and indicated that the Chair appointment needed to move ahead as a matter of urgency. The LLDC were in the process of recruiting new board members when the Chair stood down. There is an urgent need to appoint the Chair so that the process can recommence, as the Chair will be responsible for making the other appointments to the board, in conjunction with the Mayor's Office. In the meantime the current board members have been extended in role.

The GLA will ensure the recruitment and appointment process is conducted in accordance with the Mayoral appointments protocol which includes involving an 'independent' element to provide some measure of assurance the Mayor has acted reasonably in making these appointments. The Executive Director – Resources approved (under cover of DD934) the amount to be paid to persons participating in board selection processes.

2. Objectives and expected outcomes

The Mayor wants to appoint experienced Chair(s) who will be able to demonstrate their knowledge of, and experience in, high profile and complex project delivery as well as their ability to forge strong relations with senior individuals across the stakeholder and partner landscapes. He will expect a diverse shortlist.

To this aim, given the urgency, the need to have an extremely high quality and diverse shortlist, the GLA needs to appoint an executive search agency with appropriate skills and experience in this field.

Given the value of the proposed contract, it is acknowledged that section 4.1 of the GLA's Contracts and Funding Code ("Code") requires that such services be procured via competitive tender or by calling off services from an accessible framework. Section 5 of the Code however, provides that exemptions from that requirement maybe approved where a supplier has had previous involvement in specific current project or a where there it involves continuation of existing work which cannot be separated from the new project.

Green Park were procured following a competitive tender exercise and were engaged by both the LLDC and GLA to assist with the work required for appointments to the LLDC and TfL Boards respectively.

Their previous involvement provides them with a unique insight into the dynamics and experience of working with the GLA Group which an alternative supplier would be unlikely to possess enabling them to provide services in a prompt and efficient manner.

Based on previous tenders and the HR and OD team knowledge of similar costs, the GLA is satisfied it has secured value for money.

3. Equality comments

The GLA has a general duty to have due regard to the need to tackle discrimination, promote equality of opportunity and promote good relations.

Board appointments should aim to be more representative of Londoners and the Mayor will expect a diverse shortlist for these roles.

Green Park have demonstrated how they will meet the GLA's equality duty and how they will ensure the candidates reflect London's diversity.

4. Other considerations

a. Mayoral strategies and priorities

The Mayor has made clear that the appointments of the Chair(s) of the LLDC and OPDC boards are critical to delivery of his priorities and those of the individual organisations.

b. Risks and issues

Not proceeding with this would mean the GLA would have to direct source a high volume of candidates. This needs to be a robust executive level candidate search for high profile Board appointments. The GLA does not have the resources to manage this high level recruitment campaign within the timescales required and to achieve the level of diversity in the shortlisted.

c. Impact assessments and consultations

Consultation will take place with all relevant stakeholders as part of the process.

5. Financial comments

5.1 The expenditure of up to £30,000 will be funded by the Corporate Contingency budget. A budget adjustment will take place to move the budget to the GLA Recruitment and Advertising Budget.

6. Legal Comments

6.1 The foregoing sections of this report indicate that:

6.1.1 the decisions requested of the Assistant Director involve the exercise of the GLA's general powers falling within the statutory powers of the GLA to do such things as may be considered to further, and or be facilitative of or conducive or incidental its principal purposes; and

6.1.2 in formulating the proposals in respect of which a decision is sought officers have complied with the GLA's related statutory duties to:

- (a) pay due regard to the principle that there should be equality of opportunity for all people;
- (b) consider how the proposals will promote the improvement of health of persons, health inequalities between persons and to contribute towards the achievement of sustainable development in the United Kingdom; and
- (c) consult with appropriate bodies.

- 6.2 Section 4.1 the GLA's Contracts and Funding Code ("Code") requires that the proposed services be procured via competitive tender or by calling off services from an accessible framework. Section 5 of the Code however, provides that exemptions from that requirement maybe approved where a supplier has had previous involvement in specific current project or a where there it involves continuation of existing work which cannot be separated from the new project. GLA officers have stated, at section 2 of this report that such circumstances exist in this case. Therefore, if satisfied with the content of this report, the Assistant Director may approve the exemption and award of contract.
- 6.3 Should the Assistant Director approve the recommendations of this report officers must ensure that appropriate contract documentation is put in place between and executed by the GLA and Green Park before commencement of the services.

7. Planned delivery approach and next steps

Search agency briefed – scoping meeting	December 2016
Recruitment opens	w/c 12/12/2016
Recruitment closes	17/1/2017
Final recommendation list submitted to GLA	3/2/2017
First stage Interviews - conducted by GLA	10/2/2017
Final selection made – verbal offer extended to successful candidates	End of February 2017
Mayoral appointment letters issued	01/03/2017

Appendices and supporting papers:

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Note: This form (Part 1) will either be published within one working day after approval or on the defer date.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form -NO

ORIGINATING OFFICER DECLARATION:

Drafting officer:

Juliette Carter has drafted this report in accordance with GLA procedures and confirms that the Finance and –if relevant- Legal teams have commented on this proposal as required, and this decision reflects their comments.

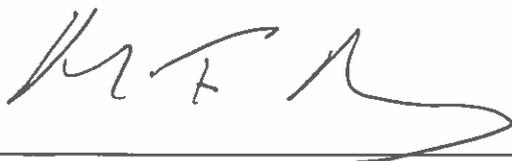
Corporate Investment Board:

The Corporate Investment Board reviewed this proposal on 12 December 2016

HEAD OF FINANCE AND GOVERNANCE:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature:



Date:

12.12.16

