

Chair Recruitment Policy

To be considered 28th June 2019

Chair Recruitment Process

1. Background

- 1.1. This policy sets out the specific process which SELEP will follow to recruit a SELEP Chair when the vacancy emerges in future. This incorporates the robust process which was followed during 2015 for the recruitment of the current SELEP Chair with the additional measures recommended by government; to seek business input into the Chair recruitment process through wide and transparent engagement with the business community.
- 1.2. The process is in accordance with the SELEP Terms of Reference, which sets out the requirement for the private sector SELEP Chair to be appointed by the Strategic Board for a two year term following an open, transparent and non-discriminatory competition that assesses each candidate on merit.

2. Process

- 2.1. The recruitment of a private sector SELEP Chair will be led by the SELEP Secretariat, with support from the Accountable Body, as required.
- 2.2. A SELEP Chair role profile and specification will be developed, based on the priorities and vision for SELEP at the time of the vacancy occurring. This will incorporate the requirements of the SELEP Chair, as set out within the most SELEP Assurance Framework at the time of the role profile and specification being developed.
- 2.3. The SELEP Chair role and specification will be reviewed by the SELEP Employment Advisory Panel, whose membership and terms of reference shall be determined by the Strategic Board. This will provide the opportunity to seek expert views from the wider business community and to ensure that the scope is proportionate to attract the calibre of applicant required for the role.
- 2.4. Upon notice of the SELEP Chair vacancy, SELEP Strategic Board will receive a report from the SELEP Secretariat to set out the proposed timescales for the recruitment of the SELEP Chair. The Strategic Board will be asked to agree the SELEP Chair role profile, specification and shortlisting criteria prior to vacancy being advertised.



- 2.5. The Strategic Board will be asked to agree a working group of members of the Strategic Board to lead on the recruitment of the Chair. The Strategic Board Chair Recruitment working group (the Working Group) must have a business member majority, as a further opportunity to engage the private sector in the Chair recruitment process.
- 2.6. To increase the reach and openness of the process, recruitment consultants will be identified to help promote the opportunity.
- 2.7. At the appropriate time, advertisements will be placed in the national and professional press, on the SELEP and partner websites, which will enable applications to be received from internal and external candidates. The vacancy will also be published on the Centre for Public Appointments website.
- 2.8. The shortlisting of the applicants will be undertaken by the Working Group against the shortlisting criteria agreed by the Strategic Board and with support from the SELEP Secretariat.
- 2.9. Interviews will be held with the shortlisted candidates to select an appropriate chair. The interviews will include at least three members of the Working Group, the SELEP Chief Operating Officer and an officer from the SELEP Accountability Board.
- 2.10. Following a suitable candidate being identified by the Working Group, approval will be sought from the Strategic Board for the individual to be appointed as SELEP Chair for a two year term.
- 2.11. Before the candidate is able to commence the role of SELEP Chair, they will be required to complete the SELEP Board Induction Process, complete a Declaration of Interest, agree to comply with SELEP's policies, including the SELEP Code of Conduct (this commitment will be sought as part of the declaration provided within the Declaration of Interest) and enter into formal contract agreement with Essex County Council, as SELEP Accountable Body.
- 2.12. Following the two year term, the Strategic Board can agree to extend the Chair's term for a further two years for a maximum of three consecutive terms. The Strategic Board will be asked to consider the potential extension of the Chairs contract approximately six months before the end of the term.
- 2.13. The Chair's performance will be subject to annual review by the Strategic Board, against the responsibilities of the SELEP Chair as set out within the SELEP Terms of Reference and Assurance Framework.