

Report Title: **Recruitment of senior posts, APPB**

Report of: Duncan Wilson, Chief Executive, Alexandra Park and Palace

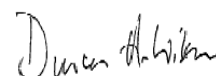
1. Purpose

1.1 To update the APPB on recruitment and succession plans for senior staff

2. Recommendations

2.1 That the Board notes this report.

Report Authorised by: **Duncan Wilson, Chief Executive Alexandra Palace and Park**



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3. Executive Summary

3.1 The Board is asked to note:-

- i) The appointment of Tot Brill as Interim Regeneration Director. Tot will be present at the Board meeting so there will be an opportunity to meet her then;
- ii) The appointment of Emma Dagnes as Interim Chief Executive for 6 months, to provide maximum continuity; and
- iii) The recruitment process for the permanent Chief Executive (CE) appointment, which will begin shortly after Easter and will be led by executive search consultants Berwick and Partners. The Board will be fully engaged in the process, via the London Borough of Haringey (LBH) who are leading on the appointment following the customary reporting lines of the post.

4. Reasons for any change in policy or for new policy development (if applicable)

4.1 N/A

5. Local Government (Access to Information) Act 1985

5.1 N/A

6. Recruitment of new senior executive team

- 6.1 I am pleased to announce that we have appointed Tot Brill as Interim Director of Regeneration who will fill the vacancy left by Kerri Farnsworth's departure in February.

She started with us on 30 March. Tot comes from Kensington and Chelsea's Exhibition Road project, and has plenty of relevant Heritage Lottery Fund (HLF), local authority and heritage experience. She will present her paper updating the Board on regeneration on 28 April.

- 6.2 We have appointed Emma Dagnes (ED) as Interim CE, on the basis that this will maximise continuity and ensure that there is no gap at the senior management level whilst the long term needs of the Trust and Trading Company are considered following the HLF decision and a recruitment process is run. It may take up to six months before the new permanent appointee takes up post. Emma has considerable experience not just of leading the commercial events business at Alexandra Park and Palace (APP) but also of engaging with other local authorities and complex stakeholder networks. She will be present at the meeting on April 28, and will work in parallel with Duncan Wilson until she takes over the role on 2 May 2015. Formally, she will be seconded from the Trading Company to the Trust during the period of appointment, and will report to LBH and the Board. Lucy Fenner will continue as Acting Commercial Director, a post which she has filled and in which she has performed very well during ED's maternity leave. She will focus on preparing the business for the implementation of the new HLF business plan, and continuing to deliver against wider Trust and Trading Company priorities.
- 6.3 Finally the Board is also asked to note that the recruitment process for the permanent CE role will be initiated after Easter. LBH are leading on this but the Chair and the Board will be fully involved in the decision-making process.
- 6.4 Finally, the revised staff structure approved as part of the HLF Business Plan, to deliver and update the new HLF facilities, is attached (at Appendix A) for information.

7. Legal Implications

- 7.1 The Council's Assistant Director, Corporate Governance has been consulted in the preparation of this report and has no comments.

8. Financial Implications

- 8.1 The Council's Chief Financial Officer has been consulted on the contents of the report and notes that the costs associated with these proposals are built into the 15/16 Trust budget.

9. Use of Appendices

- 9.1 Appendix A – Revised Structure Chart approved as part of the HLF Business Plan
9.2 Appendix B – Interim Structure Chart