



West Midlands
Combined Authority

WMCA Board

Date	11 November 2021
Report title	Confirmation of Statutory Officer Appointment
Accountable WMCA Director	Linda Horne, Director of Finance and WMCA Treasurer email: linda.horne@wmca.org.uk
Accountable Employee	Laurence Adams, Head of HR email: laurence.adams@wmca.org.uk
Report has been considered by	Employment Committee - 9 November 2021 Stakeholder Panel (incl. 2 x Statutory Officers) - 9 November 2021

Recommendation(s) for action or decision:

The WMCA Board is recommended to:

- (1) Endorse the appointment of Laura Shoaf as Chief Executive and the Authority's Statutory Head of Paid Service.

1. Purpose

- 1.1 The purpose of this report is to confirm the appointment of the Chief Executive and to formally confirm their statutory role for the Authority.

2. Background

- 2.1 Following the resignation of the Chief Executive, recruitment processes have been undertaken in order to appoint the role on a permanent basis. The role is an essential key role and it performs statutory functions for the Authority in line with the Local Government and Housing Act 1989. The Chief Executive role has the statutory responsibility as Head of Paid Service.
- 2.2 Following the departure of Deborah Cadman, the previous Chief Executive for the WMCA, under direction of the Employment Committee, a short internal recruitment exercise was undertaken to appoint an Interim Chief Executive. A sub panel of the Employment Committee, comprising the Mayor, Deputy Mayor and Cllr George Duggins, were convened to make the Interim appointment. Following a short expression of interest process, three internal applicants expressed an interest for the role. The interviews were held on 10th June 2021 and the decision by the panel was that Laura Shoaf would be appointed to the role of Interim Chief Executive. Laura, whose substantive role is Managing Director – Transport for West Midlands, commenced her new role on 14th June 2021. WMCA Chief Executive was formally appointed as the Authority's Statutory Head of Paid Service.
- 2.3 Following the engagement of Berwick Partners Executive Search Consultants, an extensive search was carried out, a shortlist of 4 candidates produced and a process of technical assessment and stakeholder review carried out. A further recruitment process has taken place under the direction of the Employment Committee to formally appoint a permanent Chief Executive. The committee was comprised of the Mayor, Cllrs Sleight, Duggins, Brookfield, Compton, Courts, Andrews, Kettle and O'Shea. The interviews were held on 9th November 2021 and the decision by the panel was that Laura Shoaf would be appointed to the permanent role of Chief Executive.
- 2.4 The WMCA board is asked to endorse this permanent appointment.
- 2.5 A further recruitment process is currently ongoing to appoint a permanent Director of Law and Governance. Tile Hill Executive Search partners are supporting the WMCA with sourcing of candidates. A similar process will follow after the initial advertising and long-listing of applicants.

3. Financial Implications

- 3.1 This role is included within the Authority's Approved Budget. The 3rd Statutory Officer role for the Authority required within the public sector governance triangle being the Authority's S151 Treasurer remains the permanent Finance Director, Linda Horne.
- 3.2 Normal Recruitment Agency and Executive Search costs will be applied and invoiced by Berwick Partners. Further confirmation of this to follow.

4. Legal Implications

4.1 The recommendations of this report are in line with the Authority's Constitution and Pay Policy.

5. Equalities Implications

5.1 Recruitment processes for the appointment complies with Equality, Diversity and Inclusion policies, Recruitment and Selection policies and the Equality Act 2010.

6. Inclusive Growth Implications

6.1 None to note.

7. Geographical Area of Report's Implications

7.1 None to note.

8. Other Implications

8.1 None to note.

9. Schedule of Background Papers

None.