

Greater Manchester Combined Authority

Date: 26th November 2021

Subject: TfGM Executive Board – Recruitment Outcomes

Report of: Andy Burnham, Mayor of Greater Manchester, Portfolio Lead for Transport and Eamonn Boylan, Chief Executive Officer, GMCA & TfGM

Purpose of Report

At its meeting on the 31st May 2021, the Combined Authority delegated responsibility to Eamonn Boylan to undertake the proposed recruitment process for making a recommendation for the appointment of a new Non-Executive Director of Transport for Greater Manchester (TfGM). The purpose of this report is to confirm the outcome of the recruitment process, whereby a candidate is recommended for appointment.

Recommendations:

The GMCA is requested to:

1. Approve the appointment of Mike Blackburn as Non-Executive Director of TfGM; and
2. Delegate authority to the Chief Executive of TfGM to formalise the terms of the appointment.

Contact Officers

Eamonn Boylan 0161 778 7002

eamonn.boylan@greatermanchester.gov.uk

Steve Warrener 0161 244 1025

steve.warrener@tfgm.com

BOLTON
BURY

MANCHESTER
OLDHAM

ROCHDALE
SALFORD

STOCKPORT
TAMESIDE

TRAFFORD
WIGAN

Equalities Impact, Carbon and Sustainability Assessment: N/A

Risk Management

N/A

Legal Considerations

N/A

Financial Consequences – Revenue

The costs relating to the Non-Executive Directors are included within existing budgets and future years' financial projections

Financial Consequences – Capital

N/A

Number of attachments to the report: N/A

Comments/recommendations from Overview & Scrutiny Committee

N/A

Background Papers

GMCA 20210528 TfGM Non-Executive Director

Tracking/ Process

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

No

Exemption from call in

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

N/A

GM Transport Committee

N/A

Overview and Scrutiny Committee

N/A

1. Introduction/Background

- 1.1 The GMCA, in consultation with TfGM's Chief Executive, is responsible for the appointment of members to TfGM's Executive Board under Section 9(2) of the Transport Act 1968.
- 1.2 TfGM's current Executive Board comprises seven members, who are:
- the joint GMCA/TfGM Chief Executive (as Director General);
 - the Finance and Corporate Services Director;
 - the Chief Operating Officer;
 - the GMCA Treasurer;
 - three Independent Non-Executive Directors (Tracey Matthews, Jo Kaye and Les Mosco. Les Mosco's contract is due to expire in December 2021).
- 1.3 In December 2021, one Non-Executive Director will retire from the board. At its meeting on 31st May 2021, the GMCA approved proposals to recruit a new Non-Executive Director to replace the retired advisor. Following the conclusion of the recruitment process, this report seeks approval to appoint a successful candidate.

2. Role of Non-Executive Director

- 2.1 The TfGM Executive Board as a whole is collectively responsible for the success of TfGM. The Board's role is to:
- contribute to strategic planning and structured decision-making;
 - set challenging goals and objectives for the organisation;
 - monitor the performance of the Executive in meeting its strategic objectives;
 - offer constructive criticism and challenge to the Executive Directors.
- 2.2 All members of the Executive must act in the way they consider, in good faith, would be most likely to promote the success of TfGM. In doing so, the Non-Executive Directors must, when performing their role, have regard (among other matters) to: the likely consequences of any decision in the long term; the impact of TfGM's operations on the community and the environment; and the desirability of TfGM maintaining a reputation for high standards of business conduct. The Non-Executive Directors must also satisfy themselves that TfGM has appropriate financial reporting and risk management procedures in place.
- 2.3 The Non-Executive Directors are expected to spend up to 30 days a year in the performance of their duties which shall include being a member of and attending relevant Board committees, including the Audit Committee, in addition to attending the monthly Executive Board meetings.

3. Corporate Governance

- 3.1 The role of a Non-Executive Director of TfGM is a public office and, as such, subject to the “Seven Principles of Public Life” published by the Nolan Committee in 1995.
- 3.2 The governance arrangements for TfGM’s Executive Board reflects best practice guidance for corporate governance, adapted for TfGM’s specific circumstances, including the UK Code of Governance published by the Financial Report Council (which is intended for limited companies) and the second report of the Nolan Committee published in 1996. For example, the use of fixed term appointments for Non-Executive Directors, the need for rigorous scrutiny for any proposals to extend any appointment beyond two terms and the composition of the Board (with 50% of its members being Non-Executive Directors) all reflect the recommendations in the guidance.

4. Selection Process

- 4.1 The process to recruit the Non-Executive Director was conducted on merit, against objective criteria based on an open recruitment process with the support of an executive search agency. The post was advertised on a number of websites and this, together with targeted search activity, was used to identify an initial long list of individuals. The longlisted candidates were invited for a preliminary interview by the independent search agency to test their skills and experience against the role profile, following which a shortlist of candidates was recommended.
- 4.2 In accordance with our Inclusion and Diversity Strategy, the executive search agency were tasked with attracting a diverse pool of candidates for this campaign.
- 4.3 A summary of the profile of the candidate pool is detailed in the table below.

Recruitment Stage	Male candidates	Female candidates	Black and Minority Ethnic candidates
Candidates Identified	92	66	6
Longlisted candidates	12	3	2
Interviewed by TfGM	6	1	-
Proposed appointments	1	0	0

- 4.4 The shortlisted candidates were interviewed by a panel made up of the Chief Executive GMCA and TfGM, TfGM's Finance and corporate Services Director, the GMCA Monitoring Officer and one of TfGM's Independent Non-Executive Directors. Following the interview process, Mike Blackburn was identified as the best candidate for the role.
- 4.5 Mike Blackburn has significant, Executive and non-Executive level experience within the private and public sector. He spent his executive career with BT, before retiring in 2018 when he was Chair of BT's NW Regional Board. He has significant government and stakeholder experience evidenced through his non-Executive career. He is Chair at Marketing Manchester; Chair of the GM International Advisory Board; Ex-Officio Board Member at (and previous Chair of) the Greater Manchester LEP; a Director at the Growth Company and an Advisor to Digital Futures at the University of Manchester. He has exceptional knowledge of Greater Manchester the Northwest region and was awarded an OBE in June 2015 for services to the Economy in the Northwest.

5. Term of Appointment

- 5.1 Subject to the approval of the GMCA it is proposed that Mike Blackburn will be appointed for an initial term of 3 years commencing on 1 January 2022 and ending on 31 December 2025. On expiry of the initial term, the appointment may, subject to approval of GMCA, be renewed for a further period of three years to expire on 31 December 2028.

6. Recommendations

- 6.1 The recommendations are set out at the beginning of the report

Eamonn Boylan

Chief Executive Officer, GMCA & TfGM