



Report 10.50
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Committee Wellington Regional Strategy Committee
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Appointment process - Grow Wellington Board

1. Purpose

To seek the Committee's support for a process for the appointment of members to the Board of Grow Wellington.

2. Significance of the decision

The matters for decision in this report **do not** trigger the significance policy of the Council or otherwise trigger section 76(3)(b) of the Local Government Act 2002.

3. Background

The terms of appointment for the members of the inaugural Board of Grow Wellington expire in May 2010.

The inaugural Board of seven members was appointed for a period of three years. The members appointed by Greater Wellington Regional Council (GWRC) in May 2007, on the recommendation of the WRS Committee, are:

- Brent Albiston
- Murray Bain
- Viv Beck
- John Lumsden
- Murray McCaw (Chair)
- John McFadzean
- Tan Pham.

The eighth member of the Board, Glenys Coughlan (Chair of Positively Wellington Tourism) was appointed in 2007 to ensure there was some cross representation from the tourism sector. Ms Coughlan resigned from the Board

in late 2008. In April 2009 GWRC, on the recommendation of the WRS Committee, Hon. Paul Swain was appointed to the Board.

In establishing the Board it was resolved that the inaugural term of appointment would be three years, at the end of which three Directors would come up for re-appointment, and thereafter two Directors, by rotation would come up for re-appointment in the following years.

It is proposed that three members will retire from the Board in 2010, with two new members appointed. This would provide for a board of seven members, as was originally envisaged. In identifying the nominations for appointment it will be important that consideration be given to gender balance and regional spread. If, for some reason, more than three members retire from the Board, the shortlist established for the appointment process should be able to cover this possibility.

4. Proposed Appointment Process

It is proposed that the process developed for the initial round of appointments in 2007 should apply. That process had the following characteristics:

- A process led by the Chairman of the WRS Committee and supported by the Chief Executives' Group
- A wide range of sources should be drawn on to identify potential board members
- The Chief Executives' Group will provide a shortlist of candidates to the Chairman of the WRS Committee. The Chairman will then consider the shortlist and, in consultation with other Committee members, identify the most appropriate people
- The Chairman may consider interviewing prospective members prior to formally proposing the names of two people to the WRS Committee
- The WRS Committee will consider these nominees and if they are accepted, recommend their appointment to Greater Wellington.

It is expected that the appointment process will be completed in time for membership of the Board to be confirmed by GWRC on 18 May 2010. The existing membership will continue in place until such time as members are advised that they have been appointed for a further term or have been replaced.

On 12 February 2010 the Chief Executives' Group considered an outline of this proposed appointment process and expressed their support for it.

4.1 Establishing a list of candidates

There are essentially three options for establishing a list of candidates for the Board:

- Advertise publicly for nominations / applications for the positions

- Engage an independent consultant to compile a list of candidates
- Use existing officer resources to compile a shortlist.

Using existing officer resources is considered to be the most cost-efficient and effective means available. Local authorities already hold significant information on possible candidates and possess accumulated expertise in board appointments. This information would be further complemented by reference to other sources, such as databases held by the Institute of Directors.

It will also be important that a final shortlist of preferred candidates is arrived at for recommendation to the decision-making body. The reputations of the candidates likely to be recommended for appointment mean that a degree of sensitivity needs to be realised.

It is proposed that officers, in consultation with local authorities and other key stakeholders, develop a short list of candidates for consideration by the Chief Executives' Group, to then be forwarded to the Chairman of the WRS Committee. It is expected that the Chief Executives will be talking to their Mayors through this process. The current non-local government members of the WRS Committee will also be invited to identify candidates.

4.2 Criteria for selection

There are a number of relevant factors or criteria that should be taken into account. In addition to the general criteria already established – such as strong commercial sector representation, and that appointees should have the skills, knowledge and passion to ensure that Grow Wellington is effective for the total Wellington Region – additional skills and knowledge criteria suggested are:

- governance experience
- change management
- exporting
- marketing
- legal

Consideration will also need to be given to the overall balance and make-up of the Board – the directors as a body should have an appropriate range and balance of skills and experience. Factors such as gender and cultural representation, regional knowledge, skills and experience mix are all relevant.

The following criteria are considered appropriate for appointees:

- experience in corporate governance and financial control
- absence of any clear and irreconcilable conflict of interest
- ability to set strategies and monitor performance

- an understanding and commitment to the objects of Grow Wellington
- a commitment to regional economic development

4.3 Preparatory work

In preparation for the next round of appointments the Chairman of the WRS Committee has advised that he intends to ask for the following information from the Chair of the Grow Wellington Board:

- the assessments, if any, undertaken by the Chair of the existing Directors
- an outline of what skills need strengthening on the Board
- the Chair's recommendations on which members should be replaced or appointed for a further term.

5. Timeline

Action	Date	Responsibility	Comment
WRS Committee resolves process for appointment of members to the Grow Wellington Board	25 February	GW officers	
Draft shortlist of 7-10 candidates	By 12 March	WRS officers, in consultation with other relevant officers	In consultation with Mayors and/or Chief Executives Using criteria and sources stipulated in this paper
Chief Executives Group discuss the shortlist	19 March	Chief Executives Group	Feedback on shortlist provided to WRS Chairman
Determine preferred candidates	By 26 March	WRS Chairman	Following discussion with Chief Executives' Group
Interview preferred candidates	By 16 April	WRS Chairman +2 independents nominated by WRS Committee	This is usually an informal interview to assure both parties and clarify expectations

Report on preferred candidates presented to the WRS Committee for approval	29 April	GW officers	
Report on preferred candidates presented to GWRC for approval	18 May	GW officers	

6. Recommendations

That the Committee:

1. ***Receives the report.***
2. ***Notes the content of the report.***
3. ***Agrees to the appointment process for members to the Board of Grow Wellington as outlined in this report***

Report prepared by:

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