



Worcestershire
Local Enterprise Partnership

Worcestershire LEP Chair Recruitment Update

WLEP Board

31 March 2023

Recap

- WLEP Executive Team appointed Faerfield as independent external recruitment support, following an open competitive process
- WLEP Board discussion and subsequent feedback informed the requirement and associated advert/marketing material for the LEP Chair vacancy
- Recruitment process commenced mid-January and ran through to early March 2023 – based on appointing Chair to a 2-year fixed term minimum
- Application deadline on 24 February with interviews conducted 9/10 March – interview panel consisted of LEP Board NEDs

Level of interest...

- Strong field of **6 candidates invited** to interview however **1 dropped out** on the day
- **5 candidates interviewed**
- **1 candidate successfully offered** and accepted Chair role
- Second candidate successfully offered and accepted NED role on Board

- **No female or BAME applications**
- There were a **further 6 male and 4 female** individuals that **seriously considered the role** but ultimately decided not to proceed with an application
- **Lack of capacity** and/or **not being resident in county** were primary reasons for non-applications
- **2 of these 10** indicated an **interest in NED role** on Board but no capacity for Chair currently
- **3 of these 10** indicated **Chair role** may be of **interest in 12-24 months** due to capacity
- A further **57 individuals were contacted / had discussions** either as a source or target

Recommendations...



- New WLEP Chair and NED induction / onboarding – March / April
- Small task & finish group established to review existing WLEP diversity statement and to identify recommendations for discussion at WLEP Board
- These should set out how the LEP will monitor diversity at board level and what steps the LEP should take to ensure diversity in its future recruitment and engagement activities with local communities and businesses
- Resulting WLEP Board discussion / outcomes can inform recruitment of future vacancies – need to also consider existing WLEP Board skill-sets, and key cornerstone/growth sector representation



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Worcestershire 2040 Vision:

“A connected, creative, dynamic economy for all.”

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