

<b>Bath &amp; North East Somerset Council</b>			
MEETING/ DECISION MAKER:	<b>Single Member Decision by Leader as Shareholder</b>		
MEETING/ DECISION DATE:	<b>On or after 6<sup>th</sup> July 2024</b>	EXECUTIVE FORWARD PLAN REFERENCE:	
		<b>E</b>	<b>3558</b>
TITLE:	<b>Aequus Shareholder Reserve Matters Decision – Appointment of Executive Director</b>		
WARD:	All		
AN OPEN PUBLIC ITEM			
<b>List of attachments to this report:</b> None			

## 1 THE ISSUE

- 1.1 The current Aequus - Executive Director of Operations is retiring at the end of September 2024 and as such Aequus Group have undertaken a robust recruitment campaign to appointment a new Executive Director and a preferred candidate has now been identified for the role, subject to approval by the Shareholder.

## 2 RECOMMENDATION

**The Leader, as Shareholder, is asked to;**

- 2.1 Approve the Appointment of Andrew Johnston as the Aequus - Executive Director of Operations.**

## 3 THE REPORT

- 3.1 The existing Executive Director of Operations has been in post since inception of Aequus and is retiring at the end of September 2024. The company resourcing structure has been agreed as part of the Business Plan 2024/25 to 2026/27 and the executive team is made up of the Managing Director, and 2 Executive Directors. One Executive Director post is currently held vacant and will only be recruited too when the anticipated further growth in the company comes through.
- 3.2 A rigorous recruitment process has been undertaken to select a new Executive Director of Operations supporting the Managing Director through the next phase of the company's development and growth.
- 3.3 The recruitment process commenced in April 2024 and attracted strong interest from candidates. A longlist was developed to a shortlist of 3 candidates for a final selection day on 15 May 2024 which included a formal interview panel

process and two separate stakeholder group sessions. Representatives from the Aequus Board, Aequus officers, Council lead members, Council officers, North Somerset Council officer and South Glos Council officer were engaged in the process.

- 3.4 By unanimous agreement of the interview panel, it is recommended that the Shareholder appoints Andrew Johnston as the Executive Director of Operations to replace Derek Quilter when he retires at the end of September. Andrew is an experienced Director and has spent many years in commercial management and operational delivery in a number of sectors including asset management, energy and residential development plus, the wider construction market.

#### **4 STATUTORY CONSIDERATIONS**

- 4.1 Aequus is a wholly owned B&NES group of companies, established by the Executive in accordance with the powers set out under S1 of the Localism Act 2011 (the general power of competence). The Council approved a Transfer Agreement with Aequus in January 2020 which provides the basis for the transfer of surplus land and development sites from the Council to the Company, to support the delivery of the Shareholder objectives and subject to Shareholder approval of development.

- 4.2 The Council approved the current Shareholder Reserved Matters on 24th March 2022.

#### **5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)**

- 5.1 All staff are directly employed by Aequus Developments Ltd and all such related costs are met directly by the company

#### **6 RISK MANAGEMENT**

- 6.1 Continuity of resources is a key risk mitigation to achieve the company business plan.

#### **7 EQUALITIES**

- 7.1 The Company assesses the impact of business activity via the business plan. A recruitment decision does not impact people with protected characteristics.

#### **8 CLIMATE CHANGE**

- 8.1 The company business plan set out the response and action to address the Climate emergency.

#### **9 OTHER OPTIONS CONSIDERED**

- 9.1 None: The recruitment to maintain key technical leadership is a core component of the business plan.

#### **10 CONSULTATION**

- 10.1 In accordance with the Company Protocol.

<b>Contact person</b>	Simon Martin, Director of Capital and Housing Delivery
<b>Background papers</b>	None
<b>Please contact the report author if you need to access this report in an alternative format</b>	