

Single Member Cabinet Decision

Executive Forward Plan Reference	E3558
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**Aequus Shareholder Reserve Matters Decision – Appointment
of Executive Director**

Decision maker	Cllr Kevin Guy, Council Leader
The Issue	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.
Decision Date	11/07/2024
The decision	The Cabinet Member agrees the Appointment of Andrew Johnston as the Aequus - Executive Director of Operations.
Rationale for decision	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>

Financial and budget implications	All staff are directly employed by Aequus Developments Ltd and all such related costs are met directly by the company
Issues considered	Equalities: -The Company assesses the impact of business activity via the business plan. A recruitment decision does not impact people with protected characteristics.
Consultation undertaken	In accordance with the Company Protocol.
How consultation was carried out	None: The recruitment to maintain key technical leadership is a core component of the business plan.
Other options considered	None: The recruitment to maintain key technical leadership is a core component of the business plan.
Declaration of interest by Cabinet Member(s) for decision:	None
Any conflict of interest declared by anyone who is consulted by a Member taking the decision:	None

Name and Signature of Decision Maker/s	Cllr Kevin Guy Leader of the Council
Date of Signature	11 th July 2024
NOT Subject to Call-in	