

## Appointment of Chair of STACC

1. Following the decision of the existing Chair of STACC to retire as from the end of the Annual General Meeting on the 28<sup>th</sup> of June 2017, a special meeting was convened which approved the arrangements for the appointment of a new Chair.
2. A panel comprising Angela Alder, Keith Artus, Rufus Barnes, Julie Jones, David Leigh, Graham MacAndrew and Peter Odrich was appointed to take appropriate steps to identify suitable candidates, interview short-listed candidates and make an appointment, subject to the final endorsement by the full Committee. Following an accident David Leigh pulled out of the process and was replaced by Keith Brown.
3. The Panel chose Rufus Barnes to be its Chair. The Panel agreed that Frank Evans and Chris Wiggan would be observers at any meetings but would not participate in the selection decisions. It also agreed that once the list of candidates had been reduced to the final two, both candidates would have an opportunity to meet the CEO of STAL and a report-back would be provided from that meeting.
4. An eastern England firm of recruitment consultants, Pure Executive, were selected to identify potential candidates based on job and person specifications approved by the Panel. Pure Executive received expressions of interest from 92 people. They reduced the list down to an 'A' list of 5 candidates and a 'B' list of 3 candidates. The Panel chose to interview 4 from the A list and 1 from the B list.
5. Unfortunately two members of the Panel had been unable to attend the meetings up to this point and the remaining members of the Panel decided that since there had been considerable discussion about the candidates at the short-listing meeting, the remainder of the process should be restricted to the 5 members of the Panel who had been involved up to this point.
6. Initial interviews took place on the 2nd and 4th of May. Unfortunately one of the Panel members, Peter Odrich, was taken ill during these interviews and had to withdraw from the remainder of the process. The Panel members were impressed by the quality of all of the candidates they interviewed but unanimously agreed their short list for further interviews and, based on the initial interviews, agreed that either of the two candidates would make a suitable Chair of STACC.
7. The final interviews took place on Thursday the 11<sup>th</sup> of May. The interviews were undertaken by Rufus Barnes (Chair), Angela Alder and Graham MacAndrew. Keith Artus found he was unable to attend. The Panel took account of comments received from Andrew Cowan (CEO of STAL). They unanimously agreed to offer appointment of STACC for a 3 year term to Shena Winning, subject to endorsement at the STACC meeting on the 28<sup>th</sup> of June 2017. The agreed fee for the appointment will be £16,500, subject to annual review, beginning in the summer of 2018, in line with the percentage increase awarded to senior staff at STAL – this is in line with current practice for the fee paid to the Chair of STACC and the honoraria paid to the Chairs of the two Sub-Groups.
8. Arrangements are in hand to draw up a suitable contract for Mrs Winning and the Committee is asked to agree that its Secretary should be authorised to sign on its behalf.
9. The Panel would like to acknowledge the excellent input from Pure Executive which not only identified very good candidates, but also assisted in drawing up questions for the initial interviews.

Rufus Barnes

## **Shena Winning - CV**

Shena Winning is a Chartered Accountant with extensive executive and non-executive board experience gained in a diverse range of sectors including manufacturing, retailing, recruitment and health. These roles have been undertaken in the private, public listed, charitable and public sectors.

Shena spent over twenty years as a senior finance executive in the retail sector; initially with Sears plc and latterly as CFO with Carpetright plc.

Over the last fifteen years she has managed a portfolio of consultancy, non-executive chairman and director roles. Notably she served a seven year period as Chairman for Swallowfield plc, a listed manufacturer of cosmetics and toiletries.

Most recently Shena was chairman of the board of directors and of the council of governors for Medway NHS Foundation Trust.