
Meeting: Transport for the North Board Chief Executive Consultation Call
Subject: TfN Director Appointments
Author: Stephen Hipwell, Head of Human Resources
Sponsor: Martin Tugwell, Chief Executive
Meeting Date: Wednesday, 14 December 2022

1. Purpose of the Report:

- 1.1 To consider and resolve upon the appointment of the Statutory Officer role of Finance Director (including S151 Officer) and to note other recent director-level appointments to the roles of Rail & Roads Director and Strategy, Policy & Communications Director. The Board is further asked to note the progress in relation to the adoption of revised annual objective setting arrangements for both TfN's Chief Executive and Independent Chair.

2. Recommendations:

- 2.1 That the Board:

1. **Approves** the appointment of Paul Kelly, Finance Director (S151 Financial Officer) from 15 December 2022 and notes the intention of the Chief Executive in consultation with the Head of Human Resources to use delegated authority already approved under the Constitution to confirm the interim appointment made from 17 March 2022 as permanent from 15 December 2022.
2. **Notes** that TfN's Chief Executive will agree the Finance Director's probationary objectives and monitor performance.
3. **Notes** the appointment of Darren Oldham to the role of Rail & Roads Director and Katie Day to the role of Strategy, Policy & Communications Director, both appointments effective from 6 February 2023.
4. **Notes** the revised annual objective setting arrangements which have been adopted for TfN's Chief Executive and Independent Chair.

3. Appointment of Finance Director (S151 Financial Officer):

- 3.1 At the 29 September 2022 meeting, the Board approved the process for recruiting a permanent Finance Director (including the S151 Officer role), establishing an Appointment Panel made-up of a Sub-Committee of TfN's General Purposes Committee (GPC) to carry out the recruitment process and recommend a preferred candidate to the Board.
- 3.2 As Board members will recall the previous Finance Director, Iain Craven, left TfN in March 2022 and as resolved by the Board on 25 January 2022 in order to put in place a seamless transition and meet the legal requirement to have a designated S151 Officer throughout, TfN's Financial Controller, Paul Kelly, was designated to this role on an interim basis from 17 March 2022 until a permanent appointment could be completed.
- 3.3 The membership of the Appointment Panel (Sub-Committee of TfN's GPC) was as follows:
- Councillor Keith Little
 - Councillor Mike Ross
 - Councillor Claire Holmes

- Peter Kennan, South Yorkshire Mayoral Combined Authority - LEP - Observer Capacity
- Martin Tugwell - TfN Chief Executive - Observer Capacity

The Preferred Candidate:

- 3.4 Having now completed a comprehensive search and selection process, the Appointment Panel unanimously identified Paul Kelly as its preferred candidate. The Panel is therefore recommending that the TfN Board approves this appointment.
- 3.5 As set out above, Mr Kelly is currently acting as TfN's Interim Finance Director including the S151 Officer role and was the unanimous choice of the Appointment Panel following completion of the final selection process which included a panel interview, candidate presentations and psychometric (leadership) assessments.
- As a qualified accountant with over 25 years' experience Mr Kelly has been with TfN since early 2020, initially in the role of Financial Controller and more recently as Interim Finance Director. Prior to joining TfN, Mr Kelly served as Head of Financial & Commercial for Metrolink (part of Transport for Greater Manchester) for over 11 years, having previously worked at a senior level, across variety of commercial, financial, and operational service roles within both public and private entities over his earlier career.
- 3.6 All other required pre-engagement checks including receipt of satisfactory references, medical clearance and right to work in the UK have been completed.
- 3.7 In usual circumstances, an in-person Board meeting would have received a report recommending the permanent appointment of a statutory officer. Due to external factors an in-person meeting is not possible on this occasion. However, the Board has already appointed Mr Kelly to the role on an interim basis, and the Chief Executive has delegated power within the Constitution to take any action which is required as a matter of urgency in the interests of Transport for the North in consultation where practicable with the Chair or the Members of TfN. In the circumstances that power is wide enough, subject to consultation with Members (which is being undertaken through this report), to enable the interim appointment previously confirmed by Board at an in-person meeting to be made permanent. Therefore, subject to this Board consultation it is proposed that Paul Kelly be appointed as TfN's permanent Finance Director (including S151 Officer) with effect from 15 December 2022. As with all such new appointments, continuation in post will be contingent on the satisfactory completion of a six-month probationary period which will be overseen by TfN's Chief Executive.

Appointments to other TfN Director Roles:

- 3.8 Alongside completion of recruitment to the above Statutory Officer role, TfN has also completed the required search and selection processes to secure appointments to the newly established senior-level roles of Rail & Roads Director (Deputy CEO) and Strategy, Policy & Communications Director.
- As Board members will recall, these roles were created as a result of the realignment of TfN's senior management structure, which was undertaken in light of our FY2022/23 budget settlement.
- 3.9 Following completion of the final selection processes (including adoption of Member-Led Selection Panels), Darren Oldham will join TfN as Rail & Roads Director and Katie Day as Strategy, Policy & Communications Director, both will join TfN on 6 February 2023.
- 3.10 Mr Oldham will be joining TfN from WSP where he is currently an Executive Director, having also held the roles of Head of Planning and Head of Transport Planning for the organisation. Mr Oldham has over 30 years of experience in

planning, regeneration and transport sectors and is a qualified Chartered Transport Planner.

Ms Day has over 20 years' experience of both the public and private sectors, having worked at the Department of Business, Innovation and Skills (BIS) as leading on the Regional Growth Fund and at the Department of Energy and climate Change (DECC). She joins TfN from the Office for Nuclear Regulation, where she is currently Director of Policy & Communications.

- 3.11 As with all such appointments, both appointees will be subject to a thorough induction process, which will include early engagement with Board Members. Continuation in post will also be contingent on the satisfactory completion of respective six-month probationary periods, which will be overseen by TfN's Chief Executive.

TfN Chief Executive & Chair Annual Objective Setting:

- 3.12 At the 29 September 2022 meeting, the Board agreed to delegate the responsibility for the setting and management of annual performance objectives for TfN's Chief Executive to TfN's General Purpose Committee (GPC). Aligned to this decision, the November meeting of the GPC agreed a suitable process for annual objective setting alongside proposed objectives for TfN's Chief Executive for the remainder of FY2022/23 which were subsequently agreed.

The matter of future annual objective setting for TfN's Independent Chair was also considered and aligned to these discussions it is intended that the annual objective setting process agreed for TfN's Chief Executive will also be adopted for TfN's Chair with annual objectives for both role holders in future being agreed by the GPC on behalf of the wider TfN Board.

4. Corporate Considerations:

Financial Implications

- 4.1 There are no new financial implications as a result of this report.

Resource Implications

- 4.2 The resource implications have been considered and addressed within the report.

Legal Implications

- 4.3 The legal implications have been considered and addressed within the report.

Risk Management and Key Issues

- 4.4 The risk management and key issues have been considered and addressed within the report.

Environmental Implications

- 4.5 No environmental impact.

Equality and Diversity

- 4.6 There are no equality and diversity implications as a result of this report.

Consultations

- 4.7 There was no Consultation required.

5. Background Papers:

- 5.1 There are no background papers.