



NOMINATIONS COMMITTEE (Summary Report)

28 June 2023

Nominations Committee Summary Report

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1. Council Independent Member Recruitment Process 2023-24

1.1 A verbal summary of the Independent Member Recruitment Process was provided by the Chair.

1.2 Odgers Berndtson had been engaged to assist with the search for candidates with substantial experience in Audit and Finance, a highly attuned understanding of senior and operational risk, and the requisite skills to join Audit and Risk Committee, including the appointment of a candidate who had extensive experience of chairing an Audit and Risk Committee to enable them to eventually succeed Nicholas Cheffings as the Chair of Audit and Risk Committee in the Academic Year 2024-25;

1.3 A strong field of longlisted candidates with substantial experience in Audit and Finance had been identified and online meetings had been arranged for shortlisted candidates to meet with the Chair of Council, Pro-Chancellor and Deputy Chair of Council, Pro-Chancellor and Senior Independent Governor and Executive Divisional Director of Human Resources to help inform deliberations and ensure an open, transparent and robust selection process. Following these online meetings, a campus tour and 1-2-1 meetings had also been scheduled for shortlisted candidates with the Vice-Chancellor, Registrar and Secretary, Chief Financial Officer and lunch with Pro-Chancellors.

1.4 Nominations Committee **endorsed** to Council the recommended appointment of the following:

1.4.1 **Tim Weller (Chief Financial Officer, Capita PLC)** as Independent Member of Council (Class II) for a first term of office from 1 August 2023 – 31 July 2026 and Chair of Audit and Risk Committee in the Academic Year 2024-25;

1.4.2 **Sarah Matthews-DeMers (Chief Financial Officer, AB Dynamics PLC)** as Independent Member of Council (Class II) for a first term of office from 1st August 2023 – 31st July 2026;

1.5 Nominations Committee **noted** that a final series of online meetings with the Chair of Council and members of Nominations Committee had also been arranged with Damaris Anderson-Supple. In light of the breadth of their expertise and experience across Digital, Commercial, HR, Global Brand and Marketing, and in recognition of the critical importance of increasing the diversity of Council membership, Nominations Committee endorsed to Council the recommended appointment of:

- 1.5.1 **Damaris Anderson-Supple (Chief People Officer, NewDay)** as Independent Member of Council (Class II) for a first term of office from 1 August 2023 – 31 July 2026.
- 1.6 Nominations Committee **noted** that in alignment with standard Council recruitment processes, comprehensive due diligence and background checks had been completed for all of the selected candidates in the Academic Year 2023-24 prior to recommending appointment to Council and no issues of concern had been identified.

2. Council New Member Buddying Scheme 2023-24

- 2.1 on 21 June 2023, Council Nominations Committee had endorsed the implementation of a Council Buddying Scheme to provide an enhanced onboarding experience for new Council members as part of the induction process;
- 2.2 Nominations Committee **approved** the pairings between existing Council members and new members for the Council Buddying Scheme.