

Meeting of the Appointments Committee

**3.45pm on Thursday, 22 May 2014
in 1B27, Technopark, London Road, London SE1**

Agenda

<i>No.</i>	<i>Item</i>	<i>Paper No.</i>	<i>Presenter</i>
1.	Welcome and apologies		Chair
2.	Declarations of Interest		Chair
3.	Minutes of the Appointments Committee meeting of 20 March 2014 (to approve)		Chair
4.	Appointment of Jerry Cope (to approve)	AP.02(14)	Chair
5.	Any other business		Chair
6.	Date of next meeting – to be arranged		Chair

Members: David Longbottom (Chairman), Dame Sarah Mullally (Vice Chair), Steve Balmont, Douglas Denham St Pinnock, Ken Dytor, Prof Neil Gorman, Prof Hilary McCallion, Anne Montgomery, Dr Mee Ling Ng, Andrew Owen and Diana Parker.

Apologies: James Smith

With: University Secretary and Governance Officer.

	PAPER NO: AP.02(14)	
Board/Committee:	Appointments Committee	
Date:	22 May 2014	
Paper title:	Appointment of Jeremy Cope	
Author:	Andrew Owen, Chairman of the Chair Nomination Committee and James Stevenson, University Secretary and Clerk to the Board of Governors	
Board sponsor:	Andrew Owen, Chairman of the Chair Nomination Committee	
Recommendation by the Chair Nomination Committee:	That the Appointments Committee approves the appointment of Jeremy Cope as an independent governor.	
Matter previously considered by:	Chair Nomination Committee	N/A
Further approval required?	N/A	N/A
Communications – who should be made aware of the decision?	Governors not on the Appointments Committee, Staff, students and stakeholders	

Summary

1. Following a thorough search and selection process the Chair Nomination Committee recommend to the Appointments Committee that Jerry Cope is appointed as an independent governor of London South Bank University with effect from 1 September 2014. This is in the expectation that Mr Cope succeeds as Chairman of the Board on 1 August 2015, subject to approval by the Board as a whole at its Board meeting in July 2015.

Steps Taken

2. The current Chairman, David Longbottom, comes to the end of his second four year term on 31 July 2015.

3. At its meeting of 23 May 2013 the Board agreed to the establishment of a Chair Nomination Committee (the committee) and delegated responsibility for leading the search for the new Chair to the committee.
4. Following a competitive tender, Odgers Berndtson was appointed by the committee to lead the search in autumn 2013.
5. The committee reviewed the applications at its meeting of 6 February 2014 and identified six candidates. These candidates then met varying groups of members of the committee. One candidate subsequently withdrew and the committee agreed to invite four candidates back for interview.
6. Final interviews with the four candidates were held on Monday 24th March 2014 and on Thursday 27th March 2014.
7. Under the Articles, the decision for appointing a new independent governor is reserved to the Appointments Committee. The decision for selecting the Chair is a matter reserved to the Board as a whole.

Selection process

8. Through the interview process all the Committee members were able to assess each of the candidates against the Person Specification, and to consider the style of leadership each candidate would bring to the Board.
9. Views of the Committee were discussed and the consensus reached on the preferred candidate.

Appointment of Jeremy Cope as an Independent Governor

10. Following the recruitment and selection process and based on the criteria in the job description the Chair Nomination Committee recommend to the Appointments Committee that Mr Cope is appointed as an Independent Governor with effect from 1 September 2014 for an initial term of four years. This is in the expectation that Mr Cope succeeds as Chairman of the Board on 1 August 2015, subject to approval by the Board as a whole at its Board meeting in July 2015.
11. Mr Cope's CV is attached in appendix 1 for information.

Term of Appointment

12. As agreed by the Board on 23 May 2013 (minute 6 refers) Mr Cope will serve for the year to 31 July 2015 as a Vice Chair of the Board and will become Chair of the Policy and Resources Committee at a suitable time. Mr Cope will be a member of the Property, Honorary Awards, Remuneration, and Nomination Committees.

Recommendation

13. The Appointments Committee is requested to approve the appointment of Jerry Cope as an Independent Governor.

University Secretary
19 May 2014

JERRY COPE

24 Auckland Road, LONDON, SE19 2DJ

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07971-637691(M)

An experienced strategic Main Board Level Chair and Non-executive, with a portfolio of roles, many connecting with the public sector and public services, seeking an additional non-executive/Chair role

Current and some recent roles

- Chair t-three Holdings,(successfully turning round a leadership consultancy, since 2004, and co-leading an MBO in 2008)
- Chair National Health Service Pay Review Body (since 2011)
- Chair Prison Service Pay Review Body (2005-2011);
- Chair English Bridge Education and Development charity (Since 2014)
- Non-Executive Director, WDP Group (2008-2014)
- Advisor Irish Postal Regulator (since 2004)
- Chair PLCWW (since June 2008)
- Chair Kingston University Board of Governors (2002- 2007, preceded by a term as a Governor)

Key Skills:

- Results-driven, change-orientated, customer-focussed general management, backed by incisive analysis.
- Setting, communicating and supporting clear direction/strategy.
- Working in a high-profile environment including with ministers, senior civil servants and regulators.
- Experienced inclusive Chair bringing together a range of views into cohesive strategies and decisions

Previous Career Summary:

GROUP MANAGING DIRECTOR ROYAL MAIL; (2001-2003)

- £30m ahead of budget profit by July 2003
- Devised, executed and led International strategy including major (£700m) overseas M&A activity, building a European parcels network now achieving profitability of over £100m
- Secured record quality of service on first-class mail delivery
- Set, communicated and implemented 8 key directions for new business
- Overhauled management structure and team
- Responsible for 5 Business Units, with combined turnover of £6bn
- Re-energised turnover and cost control
- Concluded first regulatory Licence for Royal Mail

GROUP MANAGING DIRECTOR STRATEGY AND BUSINESS DEVELOPMENT; (1995-2001)

- Integrated and managed International portfolio
- Led Central personnel team (development, reward, training, internal comms, pensions, senior appointments etc)
- Restructured pension schemes with value of £13bn
- Oversaw introduction of new Post Office Bill
- Negotiated target and commercial framework with shareholder (government)
- Formulated and agreed new Corporate Plan, following strategy review with government
- Negotiated Post Office buying into Camelot
- Introduced new leadership programme for senior managers
- Appointed Main Post Office Board April 1996

STRATEGY AND BUSINESS DEVELOPMENT DIRECTOR; (1993-1995)

- Led for Post Office on government privatisation proposals
- Devised and implemented new business planning framework and content, including restructuring
- Led strategic discussions for joint ventures

PREVIOUS POST OFFICE CAREER (joined 1973) included:

- General Manager London Letters Territory (30k employees, £750m turnover)
- Director Personnel (180k employees)
- Director Strategic Planning
- Numerous roles in personnel, line management and management services

OTHER APPOINTMENTS

- Shareholder Director Camelot 2000-2003, including re-bid against Branson
- Chair London Regional Further Education Council (2001-2), previously Member.
- Non Executive work for Home Office (GCHQ)
- Troubleshooting work in charity sector

PERSONAL/QUALIFICATIONS

- MA in Maths from Cambridge University
- MBA (MSc) from Warwick Business School
- Chartered MCIPD