

Report – Audit and Risk Management Committee

External Member Recommendation

To be presented on Thursday, 21st April 2022

*To the Right Honourable The Lord Mayor, Aldermen and Commons
of the City of London in Common Council assembled.*

SUMMARY

In September 2011, the Court of Common Council agreed that the Audit and Risk Management Committee should have the ability to recruit up to three External Members to provide additional expertise and challenge.

The final term of one of the current External Members expired in March 2022 and, in advance of this, a recruitment process was undertaken to identify a suitable successor. This report outlines that process and **recommends** to the Court the appointment of the successful candidate.

RECOMMENDATIONS

Members of the Court are asked to agree the recommendation of Karen Sanderson as an External Member of the Audit and Risk Management Committee, for an initial three-year term commencing April 2022.

MAIN REPORT

Background and Process

1. The constitution of the Audit and Risk Management Committee allows for the recruitment of three External Members (i.e. not Members of the Court of Common Council) onto the Committee through an open process. A Nominations Sub-Committee has been established by the Audit and Risk Management Committee to oversee the recruitment process, including forming a selection panel.
2. The vacancy was advertised on a number of websites in October and November of 2021. Owing to a lack of numbers of satisfactory candidates from this initial phase of recruitment, the process was run again in the new year. To attract a wider field, Committee Members and Members of the Court of Common Council were also asked to promote the vacancy through their professional networks.
3. The re-run of the advertisement meant that it would not be possible for the Audit and Risk Management Committee to consider the selection panel's recommendation at its meeting in January 2022. Therefore, at the January meeting, the Committee agreed to delegate authority to recommend the successful candidate to the Court in April to the Town Clerk, in consultation with the Chairman and Deputy Chairmen of the Committee, in the expectation that this recommendation would follow the recommendation of the selection panel.

4. After the second recruitment period, nine applications were received. At a meeting of the Sub-Committee in February 2022, four candidates were shortlisted and invited for interview. A number of potential conflicts from Sub-Committee Members were declared at the screening and subsequent selection process.
5. The selection panel consisted of the following individuals:
 - Alexander Barr, Chairman
 - Alderman Prem Goyal, Deputy Chairman
 - Deputy Jamie Ingham Clark
 - Jeremy Mayhew
 - Gail Le Coz
 - Dan Worsley
 - Matt Lock (Head of Audit and Risk Management, Chamberlain's Department)
6. The panel was impressed by the quality of candidates who were interviewed and, following a comprehensive recruitment process, Karen Sanderson was deemed to be the successful candidate due to her strong performance in the interview, empathy and understanding of both the work of the Corporation and Audit and Risk Committee, knowledge of good risk culture and frameworks, and the likely working fit with the Committee. As such, the panel was confident that the candidate would contribute to the dynamism of the Audit and Risk Management Committee, and be additive to the overall challenge offered to the Corporation. This recommendation was agreed by the Assistant Town Clerk, in consultation with the Chairman and Deputy Chairman of the Audit and Risk Management Committee, under delegated authority as outlined in paragraph 3.
7. In the application and interview, Karen Sanderson presented a strong set of professional skills and acumen. She has over 30 years' experience, predominantly in the public sector, working with central government departments, arm's-length bodies and public corporations. She is currently the Director, Public Financial Management at CIPFA (the Chartered Institute for Public finance and Accounting).
8. The panel also noted that it would be desirous for those Corporation committees utilising external members to collaborate on future external member recruitment processes, to include potential open information sessions, maintaining a central register of prospective external members and other such initiatives which reduced reliance on one-off recruitment campaigns, that themselves might be impacted by timing of recruitment campaigns, budgetary constraints and other exogenous factors.
9. Dan Worsley had declared a potential conflict at the application screening stage, as the candidate was a current colleague, and therefore did not contribute in the interview and self-recused from voting.

Conclusion

10. The Committee now seeks the approval of the Court of Common Council to confirm Karen Sanderson's appointment as External Member for the Audit and Risk Management Committee, for an initial three-year term beginning 21 April 2022.

All of which we submit to the judgement of this Honourable Court.

DATED this 5th day April 2022

SIGNED on behalf of the Committee.

Alexander Barr
Chairman, Audit and Risk Management Committee