

REDDITCH BOROUGH COUNCIL

RECORD OF DECISION TAKEN UNDER URGENCY PROCEDURES

SUBJECT: Appointment of Managing Director of Rubicon Leisure Ltd

BRIEF STATEMENT OF SUBJECT MATTER:

Rubicon Leisure Ltd has been led on an interim and part-time basis since January 2022. Considerable progress has been made in establishing operational effectiveness and commercial sustainability over that time.

The post-holder recommended to the Board of Directors March 2023, that a permanent replacement should be sought.

Leisure People, the leading leisure management recruitment agency were engaged to identify the most capable and suitable candidates. A talent pool of five experienced candidates who all met the skills criteria had an initial interview with the current Managing Director, who subsequently recommended that four should progress to a panel interview that included a candidate presentation.

Three Board Directors (Julia Breakwell – Chair, Rebecca Delmore and Guy Revans) interviewed three candidates (one had previously withdrawn) on 23rd May.

The panel selected a preferred candidate and references and follow up enquiries were made in the following days.

These proved highly satisfactory, and the Board of Directors recommend that Ben Clawson-Chan is formally appointed.

Ben has a wide range of experience both within an independent sports and cultural trust as well as most recently as Head of Leisure and Culture for Derby City Council.

REDACTED

DECISIONS:

To RESOLVE that

- 1) Ben Clawson-Chan is appointed as Managing Director of Rubicon Leisure Ltd effective from 19th June 2023; and
- 2) Mr Clawson-Chan is paid a salary of REDACTED

(Council decision)

GROUND FOR URGENCY:

That an appropriate process has been followed and concluded and the organisation requires permanent full-time leadership to exploit the potential and opportunity developed over the last year. The appointment of the Managing Director to Rubicon Leisure Limited and remuneration for this post are both reserved matters for the Shareholders Committee. There is therefore a need for the Council to approve both the appointment and the remuneration for the post holder. However, unfortunately, there is not due to be a meeting of the Shareholders Committee until 6th July 2023 and due to existing Committee and Member training commitments, it will not be possible to book

an additional meeting of the Committee prior to this date. An urgent decision is therefore needed to ensure that the appointment progresses in a timely manner.

DECISION APPROVED BY:

(Deputy) **CHIEF EXECUTIVE**

EXECUTIVE DIRECTOR FINANCE & RESOURCES
(if financial implications)

.....
(Signature) (Sue Hanley / Kevin Dicks - (D)CX)

.....
(Signature) (Peter Carpenter)

Date: Month 2023

PROPOSED ACTION SUPPORTED <i>(amend as appropriate)</i>				
..... (Signature) (Signature) (Signature) (Signature) (Signature)
<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>	<i>(Block Capitals)</i>
MAYOR *	PF HOLDER	LEADER of the LABOUR Group	LEADER / LDR CONSERVATIVE Group	CHAIR O&S Committee
Date:	Date:	Date:	Date:	Date:

Notes:

* In addition to the Executive decision above regarding the matter under consideration, the Mayor is signing to agree both that the Executive decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency. This is to ensure that the call-in procedures as set out in Part 8 of the Constitution shall not apply where an Executive decision being taken is urgent.