

Report to:	Council – Public Excluded
Date:	28 August 2024
Subject:	IWK Director Recruitment
Prepared by:	P Kearney – Senior Manager Corporate Services
Input sought from:	
Authorised by:	W Doughty – Chief Executive Officer

1. PURPOSE

To request a decision on the appointment of candidates to the IWK board, provide an update to Council on the recruitment process and, in addition, provide details on the preferred candidates.

2. RECOMMENDATION

It is recommended that the Council:

- a) Approve the appointment of both Jacquie Boer and Daniel Yallop to the IWK Board and that the decision for this report to be made public is delegated to the Chief Executive. This option adds significant uplift to the capability of the IWK board via addition of technical knowledge (Daniel) and governance and public education/relations experience (Jacquie). In addition, by appointing 2 candidates it provides succession advantage in the case of resignations (**Preferred Option**).
- b) The Council authorise the Chief Executive Officer to determine the release of this public excluded report.

3. SUMMARY

Following the resignation of Lynette Buurman from the IWK board, Council supported the search for a replacement. Whilst not the purpose of this paper, I would like to use this time to acknowledge the commitment of Lynette to the board, her calm yet focused personality and experience certainly added value and her involvement will be missed.

Suitable replacement candidates were sought from diverse platforms such as Seek and Institute of Directors with recruitment starting in May 2024. The desired characteristics and skills sought were to bring to the IWK board greater direction on Innovation, Relationship, Education and Governance. These characteristics reflecting largely the outcomes discussed through the Letter of Expectation to IWK and Council and IWK workshops around future state. With regards to recruitment, in total we received approximately 15 candidates being of high capability and experience. The recruitment/interview panel was made up of Glen Hughes (IWK Chair and Interview Lead), Julie Howden (Deputy Mayor), Vicki Gulleford (Elected Member) and Peter Kearney (Council Staff).

The long list of candidates was shortlisted to 3 preferred candidates and interviews were held at the end of July into early August 2024. Given the calibre of the candidates, interviews were conducted as a conversation with the recruitment panel drilling into a candidates experience and skills as the conversation developed rather than following a strict set of standard questions. To aid conversation however, a question prompt guide was provided to the recruitment panel.

Following the 3 interviews the recruitment panel were unanimous in their view, given the depth of answers and conversation, that the best outcome for IWK would be to offer directorship to two of the candidates, namely, Jacquie Boer and Daniel Yallop (see appendix for resume and related details). This outcome was a departure from the original starting point of assuming only one director would be chosen. The benefit, however, of this approach is two-fold as this option provides greater collective advantage from the supporting skill set and experience from the 2 preferred candidates namely, technical knowledge, governance experience and public relations and adds a level of succession in the instance of future resignations.

It should be noted that these candidates are predominantly going to, given their location, participate in meetings virtually. Given the planned inductions to other board members, walk over of the operational area and the enabling use of technology this is not considered to be an issue. Where possible, or circumstances require, effort will be made to hold board meetings in person.

4. PREFERRED CANDIDATE SUMMARY (see attachment for full details)

- **Jacque Boer (Nelson):**
 - Multiple trusteeship and board positions
 - Member of Institute of Directors
 - 30 years public relations & communication experience
 - 12 years owner of Public Relations consultancy
 - Award winner for Public Relations and Marketing
 - Passion for reducing waste to landfill

- **Daniel Yallop (New Plymouth):**
 - 15 years' experience in Waste and Recycling including Local Government and Morrison Low
 - Director of Re:Cycle Auckland
 - Leadership roles with WasteMINZ
 - Member of MfE recycling leadership forum
 - Strong procurement and tender experience
 - Chartered Waste Manager
 - Board member of local soccer club

5. OTHER OPTIONS CONSIDERED

The other options for consideration are:

- i) One director is appointed – this reduces the collective advantage referred to above and, in addition, raises the risk that in the event of further resignations the board is unable to retain a competent level of quorum.
- ii) No directors are appointed – this would adversely compromise the effectiveness of the board, offers no protection against resignation and perhaps more importantly does not bring any new challenge and way of working considerations to the IWK board.

The above two other options are not recommended as these would reduce the opportunity to increase governance capacity and succession risk reduction of the IWK board.

6. NEXT STEPS

- i. All candidates have been informed of the outcome of their application.
- ii. The two preferred candidates have been informed of their status and that the final approval to the board is dependent on Councils decision (the purpose of this report).
- iii. Assuming the preferred option is approved, the candidates will be provided an induction which includes a visit to observe the IWK operations and be introduced to key personnel.

7. FINANCIAL IMPLICATIONS AND RISKS:

The IWK director positions are not remunerated, however, IWK will incur costs as part of the induction process for disbursements and travel.

8. LEGAL CONSIDERATIONS:

The Council is required to comply with the director appointment procedures contained in Part 5 of the Local Government Act 2002.

9. APPENDICES

Appendix 1 Applicant Resume/Cover Letter (*withheld under Section 7(2)(a) of LGOIMA*).