



NON-EXECUTIVE DIRECTOR RECOMMENDATION REPORT

Candidate Evaluation Process:

First Flight were tasked to provide an outside and independent review of the Devon & Somerset Fire & Rescue Service's approach to the appointment of one of their members as a Non-Executive Director Board member for their commercial fire safety business Red One.

First Flight has worked on the project and have pleasure in providing this Summary Report to the Fire Authority.

Our process had been as follows:

- We reviewed and assisted the Fire Authority to produce a Non Exec Role Specification;
- We received an expression of interest from four Fire Authority Members who have put their names forward for a Non Exec role at Red One;
- We conducted an interview with each of the candidates and scored them based on the criteria agreed with the Fire Authority included in the Non-Executive role description: The assessment was based on: their experience & abilities ("hard skills"), their time availability and their "soft skills" including: mindset and personal characteristics;
- Our process included asking each candidate to score themselves on their suitability for this Non Exec role;
- We carefully considered each of the four candidates for this "non-independent" Non Exec role at Red One and finally we assessed how each candidate is likely to contribute as a Non-Exec Director on the Red One Board.
- The results of this process has resulted in our recommendation below.

Recommended Candidate: Councilor Andrew Saywell

Rationale: Of the four candidates we interviewed, we believe Cllr Andrew Saywell has the most rounded experience and best credentials for the Non Exec role at Red One and will be a positive addition to the Red One Board.

July 17th 2017