

## Recommendation Summary

### Non-Executive Director Recruitment Red One Ltd 2018

#### Introduction

Ramsey Hall has been commissioned to assess candidates for the Non-Executive Director role at Red One Ltd. Following internal advertising we received two applications both of whom were submitted for assessment. Both applicants were up for re-appointment.

#### Methodology

1. An assessment methodology which looks at the future contribution potential of the candidates was chosen.
2. This consisted of psychometric assessment with in-depth feedback interviews thus assessing both personality and organisational fit.
3. The interviews also assessed their knowledge of corporate governance and strategy. Further it reviewed their past years board experience and their future potential.
4. Both candidates were compared against a benchmark of candidates for similar roles.
5. A recommendation report for the client was then prepared and submitted.

#### Recommendation

That Andrew Seywell and David Thomas be reappointed.

#### Rationale

Whilst neither candidate has classical non-executive director subject matter expertise (such as HR, finance or marketing) both are accomplished public representatives with an understanding of SME organisations. They also represent the shareholder and have a very good understanding of the relevant stakeholders of Red One.

Training in corporate governance and business strategy is advised.

**Matthew Davis** BA (Hons), MSc, Chartered FCIPD, Chartered FCIM  
Director