

Non-Executive
Directors x4



Starfish

Welcome

Thank you for showing interest in becoming a Non-Executive Director of the Lampton Group - the group of Arm's Length Companies wholly owned by the London Borough of Hounslow.

This is a critical and exciting moment for the Lampton Group. At the direction of Hounslow's Leader and Chief Executive and under my leadership as the Chair, the companies have just completed a year long transformation programme aimed at both achieving much closer alignment with the Council's ambitions and priorities; and significantly improving the company's financial position, service delivery and performance. New services - such as parks and open space management and Leisure Services - have been insourced and transferred to the companies to deliver and four new, very talented and experienced Executive Directors have been appointed to lead the groups services.

In September, the London Borough of Hounslow's Cabinet agreed a new group structure. This structure will go live on April 1st 2021 but will start operating in its shadow form on January 1st 2021. The Lampton Group's new structure will have three arms:

- Lampton Operations – consisting of Coalo; delivering planned and responsive housing maintenance, grounds maintenance and cleaning services to the London Borough of Hounslow; Greenspace 360 maintaining the Borough's parks and open space and Recycle 360 delivering the Borough's waste and recycling services.
- Lampton Leisure – delivering the borough's leisure services.
- Lampton Investment and Development – investing in the local housing market and developing new homes and other developments – commercial.

We are now looking for four new experienced and committed Non-Executive Directors to join the boards of these three company arms. You will be joining a dedicated and talented group of four existing Non-Executive board members and Chairs and will work alongside a fantastically committed and skilled workforce. Fully supported by the Council – that have placed the companies front and centre of their organisational delivery model – and with enormous opportunity to grow the companies through trading and further transfer of services. This is an amazing opportunity.

We are looking for Non-Executive Directors who have specific skills and experience that we will need, understand how to operate commercially and even more importantly, have a strong public service ethos and understand and are committed to the principles of social value, community wealth building, equality, social justice and environmental sustainability. Non-Executive Directors who are motivated by making a difference to the residents of Hounslow, supporting them during these very difficult times and working shoulder to shoulder with the Council to help Hounslow recover from the devastating economic and social impact of the Covid Pandemic.

The next few years will not be easy – there is a huge amount to do and we expect our Non-Executive Directors to roll their sleeves up and take an active part in the leadership and of these great companies. You will be joining an organisation with a warm and supportive culture. A Company Group that has the feel of a Family Firm. Undoubtedly, these the roles will be challenging but, I promise you they will be hugely rewarding and hugely fun.

I hope you find this recruitment pack helpful. These are very special roles with a very special organisation. I hope you think so to and decide to find out more!

Gill Steward
Chair of the Lampton Group

About Us

The Lampton Group of companies are owned by the London Borough of Hounslow and therefore, by the residents of Hounslow. The Lampton Group operates commercially but with a public service ethos – following the principles of social value, community wealth building, equality, social justice and environmental sustainability. The Lampton Group measure its success both commercially and by the positive outcomes it delivers for the people of Hounslow.

The Lampton Group does this by:

- acting in the interests of the Residents of Hounslow;
- when possible - supporting the local economy of Hounslow for example purchasing goods and services from local suppliers;
- being a socially and environmentally responsible organisation – delivering high quality services and products and providing added value to the residents of Hounslow and ensuring that all its services, operations and developments meet the highest environmental standards possible;
- support the council to deliver its key aims and objectives, filling gaps and providing an alternative to existing market provision for example: providing a higher quality lower cost alternative to the Private Sector Rental market and supporting the council to provide high quality homes for key workers and vulnerable residents; and
- being a responsible employer – when possible employing local people and providing opportunities for training and development for local residents. It will pay the London Living Wage and become a local employer of choice.

Our principles

The Lampton Group – will operate as one organisation with a shared vision and a shared set of aims and objectives:

- the Non-Executive Directors of all companies in the group will act in the interest of the individual companies and the wider group;
- the Executives of all companies will work together as one team and will lead and operate each company in the interests of that company and of the whole group;
- the Lampton Group will operate using the principles of a circular economy – only commissioning services from outside the group if the group cannot provide those services;
- the Lampton Group of services will put in place a shared commercial approach – that will coordinate business development and bid management.



The Roles

We are looking for 4 Non-Executive Directors to join our new Group structure.

As of April 1st, 2021, we go live with a single group structure to deliver the strategy for growth. The individual Lampton companies within the group are as follows:

- **Lampton Operations** – consisting of Coalo; delivering planned and responsive housing maintenance, grounds maintenance and cleaning services to the London Borough of Hounslow; Greenspace 360 maintaining the Boroughs parks and open space and Recycle 360 delivering the Boroughs waste and recycling services.
- **Lampton Investment and Development** – investing in the local housing market and developing new homes and other developments – commercial.
- **Lampton Leisure** – delivering the boroughs leisure services – recently insourced service.

Lampton Leisure is wholly owned by London Borough of Hounslow, but management and support services are shared with the Lampton Group. It is governed independently of the main Lampton Board.

Our four new NEDs will join our board to add the strategic infrastructure necessary for Lampton to grow. We require specific technical expertise but also agility and flexibility, we want our NEDs to sit on more than one board. The vision and values for the Lampton Group will be shared across all the individual divisions and you will work as 'one-team' for Hounslow.

Skills required for NEDS:

Operations and Development Board - Environmental Sustainability.

- Looking for a strategic visionary with an environmental sustainability background.

Development Board and one other - Quality Design.

- Looking for an innovative individual; maybe you are an architect, or you bring specific experience of high quality design development.

Leisure board and one other- Health and Wellbeing.

- Looking for a strategic individual who can develop modern health and wellbeing provision for the residents of Hounslow.

Operations board and Leisure board - Operational Delivery Experience – in one or more of the following – FM, Repairs and Maintenance, Green and Open space management and Waste and Recycling.

- Looking for a strong operational leader with exceptional delivery experience.



Person Specification

In your role as non-executive director you will be required to:

- constructively challenge and help develop proposals on strategy;
- scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- satisfy yourself on the integrity of financial information and that financial controls and systems of risk management are robust and defensible;
- determine appropriate levels of remuneration of executive directors and have a prime role in appointing, and where necessary, removing executive directors, and in succession planning;
- devote time to developing and refreshing your knowledge and skills;
- uphold high standards of integrity and probity and support the Chair and the other Directors in instilling the appropriate culture, values and behaviours in the boardroom and beyond;
- insist on receiving high-quality information sufficiently in advance of board meetings;
- take into account the views of shareholders and other stakeholders where appropriate.



Terms of Appointment

Remuneration	This role attracts remuneration of circa £15,600 per annum plus reasonable expenses relating to execution of the role.
Time commitment	The role requires around 2 days a month - with meetings taking place late afternoon/early evening.
Term of appointment	The initial term is for three years.

To Express an Interest

We hope you will consider expressing an interest in this role. If you have questions about the appointment process and would find it helpful to have an informal conversation, please contact catherine kift at catherine.kift@starfishsearch.com

To make an application, please go to <https://starfishsearch.com/jobs/lampton-ned/> and click on the apply now button, with the following prepared:

- Your CV or equivalent biographical information;
- A covering letter that sets out your motivation for applying for this appointment, and why you think your skills and experience make you suitable;
- Details of two people you have worked with previously to whom we could talk (with your permission) at shortlist stage.

Closing date for expressions of interest is Wednesday 13th January 2020. We anticipate that shortlisted candidates will be invited to attend interview in w/c 18th January.

