



Nomination Committee Annual Report

2020-21

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The Nomination Committee (NOMCO)

Annual Report 2020-21

Background

The role of the ICE Nomination Committee is to make recommendations to the Trustee Board for the appointment of candidates for senior positions in the Institution. It also approves, on behalf of the Trustee Board, a number of specific appointments, such as Director General & Secretary and Group Finance Director. In determining its recommendations, the Nomination Committee must ensure a balance of skills, demographics, diversity, sectoral knowledge and international membership. The Nomination Committee meets at least three times annually, as well as holding ad-hoc meetings where necessary.

This paper provides a summary report of the key actions and decisions taken by the Committee relating to the session of the Institution beginning in November 2020 until November 2021.

NOMCO Composition 2020-21

Chair

Professor Lord Robert MAIR CBE FREng FICE FRS – **Past President**

Ex-Officio

Rachel SKINNER BSc (Hons) MSc (Eng) FREng CEng FICE MCIHT TPP - **President**

Edward James McCANN BEng (Hons) MSc FICE FRSA – **Senior Vice President**

Members

Lucy REW MEng (Hons) CEng FICE – **Council Member**

Neil SANDBERG BSc (Hons) MBA CEng FICE MKHIE – **Council Member**

Kate CAIRNS BEng (Hons) DIC MSc CEng FICE – **Council Member**

Professor Denise BOWER OBE CEng FICE - **ICE Member**

Teresa FROST IENG FICE - **ICE Member**

David Norman PORTER BEng (Hons) MSc CEng FICE – **Council Member**

Blessing DANHA MEng (Hons) CEng MICE – **Council Member**

Gillian H CASTKA BEng MSc CEng MICE MHKIE – **Council Member**

Eleanor Earl GMICE– **Graduate Member**

Timeline of NOMCO activity

31 July 2020 – 18 September 2020 – Council were invited to put themselves forward for the three vacancies on NOMCO due arise in November. These vacancies arose due to the end of term on Council for Emma Kent; the resignation of John Beck (as a Trustee Board member); and to fill the vacant Council seat. The names of those that had stood were shared with the Chair of NOMCO to determine if they had adequately demonstrated their suitability. The Chair of NOMCO felt that all those that had stood had adequately demonstrated their suitability.

The election was conducted out-of-committee via email, using the STV voting system. Nine members stood. David Porter, Gillian Castka and Blessing Danha were the successful applicants; beginning their term from 3 November 2020.

1 September 2020 – A news article went live stating that nominations were now open for members to stand for the Nomination Committee.

30 September 2020 – NOMCO met via MS Teams and on this occasion the Chair, PP Lord Robert Mair, the President, Paul Sheffield, Senior Vice President, Rachel Skinner, and NOMCO members John Beck, Kate Cairns, Emma Kent, Lucy Rew and Neil Sandberg were present.

The NOMCO business was to note the names of the Council members and Graduate or Student member that would be joining the committee in November 2020, and to recommend for election by the Trustee Board and Council two ICE members to sit on the Nomination Committee.

Four ICE members stood for the two positions. NOMCO discussed the candidate statements and set them against the following criteria:

- a. Their understanding of the role of NOMCO in the context of the complexity of ICE.
- b. Their understanding of the Institution,
- c. Their knowledge of the wider infrastructure industry, and
- d. The extent of their ability to critically assess applications which could be demonstrated by:
 1. Their experience of appointing to similar Senior leadership roles.
 2. The position held in their current organisation

NOMCO voted and Denise Bower and Teresa Frost were nominated.

1 October 2020 – Trustee Board approved out-of-committee the composition of NOMCO for the 2020-21 session, subject to final approval by Council.

16 October 2020 – NOMCO Chair, PP Lord Robert Mair, wrote to all members of the Trustee Board, Council, Past Presidents, Regional Chairmen, Regional Directors and Members of the Audit, Finance, Assurance & Risk, International, Learning Society, Membership, Policy and UKRAC Committees and asked them to canvass as widely as possible for Corporate Members who might be nominated to serve as Vice Presidents and for consideration as future Presidential candidates. A news article encouraging nominations was placed on ICE website. All candidates were asked to set out, explicitly, how they meet the criteria for president as set out in the Terms of Reference for the President and the criteria for trusteeship as set out in the Trustee Role Description. Those that had nominated a candidate were asked to confirm that their nominated candidate was content for their name to be put forward. The deadline for nominations was the 27 November 2020.

20 October 2020 – Council approved the composition of the NOMCO for the 2020-21 session.

10 November – 7 December 2020 – Council held an election to fill the vacancies for the Council Appointee Members on the Trustee Board. There were two vacancies to fill. Richard Bayfield and Julie Bregulla were elected. The results were notified to the Trustee Board on 23 March 2021. They will join Andy Alder (Finance, Assurance & Risk) as the three Council Appointee Members on the Trustee Board and will serve until the end of their term of service on Council.

7 January 2021 – Briefing note, agenda, long list of candidates and other papers were prepared by the secretariat under the direction of the Chair of NOMCO. 7 names were put forward as potential candidates. The sources of nominations were:

- Past Presidents – 2;
- Regional Chairs – 3;
- General Members – 2.

14 January 2021 - NOMCO met and on this occasion the Chair, Lord Robert Mair; the President, Rachel Skinner; Senior Vice President, Ed McCann, and NOMCO members Lucy Rew, Neil Sandberg, Kate Cairns, Prof Denise Bower, Teresa Frost, David Porter, Blessing Danha, Gillian Castka and Eleanor Earl were present. NOMCO's business was to recommend:

- re-election of Chair of Audit Committee;
- President for 2022/2023;
- re-election of Trustee Board Members;

- Council Appointee Members on the Trustee Board;
- President for 2024/2025;
- Remaining position(s) on Trustee Board.

NOMCO agreed unanimously to recommend the re-election of David Porter as the Chair of Audit Committee. David Porter left the virtual meeting while this item was discussed. NOMCO also agreed that, in order of seniority, Keith Howells should be elected in due course as President to take office in November 2022. The election will formally take place at the Council meeting in December 2021, the first meeting of the next session. NOMCO agreed unanimously to recommend for re-election those currently serving as trustees to continue to serve for the 2021/22 session. NOMCO allocated Richard Bayfield the 'Professional Conduct & Ethics' portfolio and Julie Bregulla the 'Member Engagement and Relationship with Council' portfolio.

NOMCO moved to the business of recommending a President for 2024/25. NOMCO reviewed all candidates against the key characteristics contained within the President's Terms of Reference:

5. The President must be FICE and a Chartered Civil Engineer.
6. The President should have most, if not all, of the following characteristics:
 - a. A credible record of professional success in civil engineering. This could be in the public or private sector, managing projects, overseeing technical solutions, or in academia;
 - b. Be known to a sizeable proportion of the ICE membership, through their public profile or active engagement with the membership;
 - c. Have the necessary experience and kudos to lead the Chairs and CEOs of the major civil engineering companies;
 - e. Have board level experience (ideally as Chair) of managing a business or project with a turnover of £35M or greater;
 - f. Enjoy the respect of opinion formers and decision makers, particularly in Government;
 - g. Have the charisma and personality to persuade, cajole or drive competing stakeholders to mould a coherent view;
 - h. Have demonstrable experience of leading a complex organisation (whether commercial, academic, or public body);
 - i. Have background knowledge and/or previous connection with the ICE.

NOMCO agreed unanimously to recommend that Professor Jim Hall should be elected as succeeding Vice President with a view to becoming President in November 2024, subject to interim annual election by Council. NOMCO also agreed that the portfolios for the vacancies for two directly elected Ordinary Members of the Trustee Board – Policy & External Affairs and UK Regions.

22 March 2021 – the election of the Trustee Board for 2020-21 as nominated by NOMCO was approved by the Trustee Board at its meeting held via MS Teams.

At their meeting, the Trustee Board also agreed to the appointment of ICE Past President Paul Sheffield as the Chair of NOMCO following the end of Lord Robert Mair's term on NOMCO.

20 April 2021 – the election of the Trustee Board for 2020-21 as nominated by NOMCO was approved by Council at their meeting which was held via MS Teams. Council noted the appointment of ICE Past President Paul Sheffield as the Chair of NOMCO.

30 July – 27 August 2021 – Council were invited to put themselves forward for the two vacancies on NOMCO due arise in November. These vacancies arose due to the end of term on Council for Lucy Rew and Neil Sandberg. The names of those that had stood were shared with the Chair of NOMCO to determine if they had adequately demonstrated their suitability. The Chair of NOMCO felt that all those that had stood had adequately demonstrated their suitability.

As only two Council members stood for the two vacant positions, both were appointed without the need for an election. Lucy Rew, who had recently been re-elected to Council, and Jeff Ashurst were the successful applicants; beginning their term from 2 November 2021.

5 October 2021 – Council approved the composition of the NOMCO for the 2021-22 session.

NOMCO Composition 2021-22

The NOMCO composition as of 3 November 2020 shall be:

Chair

Paul SHEFFIELD CBE BSc CEng FICE - **Past President**

Ex-Officio

Edward James McCANN BEng (Hons) MSc CEng FICE FRSA – **President**

Keith HOWELLS FEng CEng FICE FCIWEM - **Senior Vice President**

Members

Kate CAIRNS BEng (Hons) DIC MSc CEng FICE – **Council Member**

Professor Denise BOWER OBE CEng FICE - **ICE Member**

Teresa FROST IENG FICE - **ICE Member**

David Norman PORTER BEng (Hons) MSc CEng FICE – **Council Member**

Blessing DANHA MEng (Hons) CEng MICE – **Council Member**

Gillian H CASTKA BEng MSc CEng MICE MHKIE – **Council Member**

Eleanor EARL GMICE– **Graduate Member**

Jeffrey ASHURST CEng FICE MCIWEM CWEM MAPM - **Council Member**

Lucy REW MEng (Hons) CEng FICE – **Council Member**