

**Report to:** West Yorkshire Combined Authority

**Date:** 25 May 2023

**Subject:** **Director Appointments**

**Director:** Ben Still, Chief Executive

**Author:** Emily Burton – Executive Assistant

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

## 1. Purpose of this Report

- 1.1 To endorse the new Director appointments within the Combined Authority that have previously been communicated to members via email.

## 2. Information

### Director Appointments

- 2.1 At the meeting of the West Yorkshire Combined Authority on 16 March 2023, members approved the recommendation for the Chief Executive in consultation with the Mayor and following notification to Combined Authority members, delegation to make future appointments to Director roles.
- 2.2 The Chief Executive and the Mayor have run external recruitment processes for a set of substantive Director posts, which attracted a diverse field and strong set of candidates. The Decision-Making Interview Panels were chaired by the Mayor along with members drawn from the West Yorkshire authorities and the Local Enterprise Partnership. In addition, the process included wider stakeholder and staff panels.
- 2.3 Below sets out the appointments that have been made since the last Combined Authority meeting in March 2023.

### **Executive Director, Transport: Simon Warburton**

- 2.4 Simon is currently the Director of Strategy at Transport for Greater Manchester. Simon has led on government liaison to secure devolution deals, transport funding, and the Greater Manchester Clean Air Scheme.
- 2.5 Simon will join the Combined Authority on Tuesday 30 May 2023.

### **Chief Operating Officer: Alan Reiss**

- 2.6 Alan has worked for the Combined Authority since 2018, and was the Director of Strategy, Communications, and Intelligence. Before this has also been the Director of other functions such as Policing and Crime and Policy.
- 2.7 Alan started in post as Chief Operating Officer on Tuesday 2 May 2023. As a result, arrangements for filling his previous role will begin soon. Once the process has concluded an approval will be brought to a future meeting.

### **Director of Mass Transit: Luke Albanese**

- 2.8 Luke was an independent consultant advising on the Dublin MetroLink development and the Tel Aviv Rapid Transit Authority.
- 2.9 He was previously at Transport for London working on the development and implementation of the successful Croydon Tram Scheme, and the development phase of the proposed London Cross-River Tram. Prior to TfL Luke was the Transport Planning Director at the Luas Light Rail in Dublin.
- 2.10 Luke started in post as Director of Mass Transit, on Tuesday 9 May 2023.

### **Director of Inclusive Economy, Skills and Culture: Felix Kumi-Ampofo.**

- 2.11 Felix is currently the Director of Corporate Policy at the South Yorkshire Mayoral Combined Authority (SYMCA).
- 2.12 He was responsible for producing their Strategic Economic Plan and subsequently for establishing the South Yorkshire Renewal Fund. At SYMCA, he has led work in areas including economic growth, inclusion, redesigning business support, and engagement with the private and creative sector, especially institutional investors. Prior to this, Felix was also responsible for the assurance of the £350m Local Growth Fund programme in South Yorkshire.
- 2.13 Felix will join the Combined Authority on 24 July 2023.

## **Interim Directors of Transport Operations and Passenger Experience**

- 2.14 Following the announcement of the current post holder (Dave Pearson) of Director of Transport Operations and Passenger Experience (TOPE) to retire, we have recently conducted an internal process to appoint leadership for TOPE. This will provide continuity of leadership to the directorate and enable work on transformation of our services and processes as we embed our Bus Service Improvement Plan, manage the implications of the end of Covid bus funding, and deliver bus reform.
- 2.15 Through the process, and in consultation with both the Executive Director, Transport and the current post holder, it was concluded that it is necessary to temporarily expand our leadership capacity in transport services further. Therefore, two interim appointments have been made, which are outlined below.

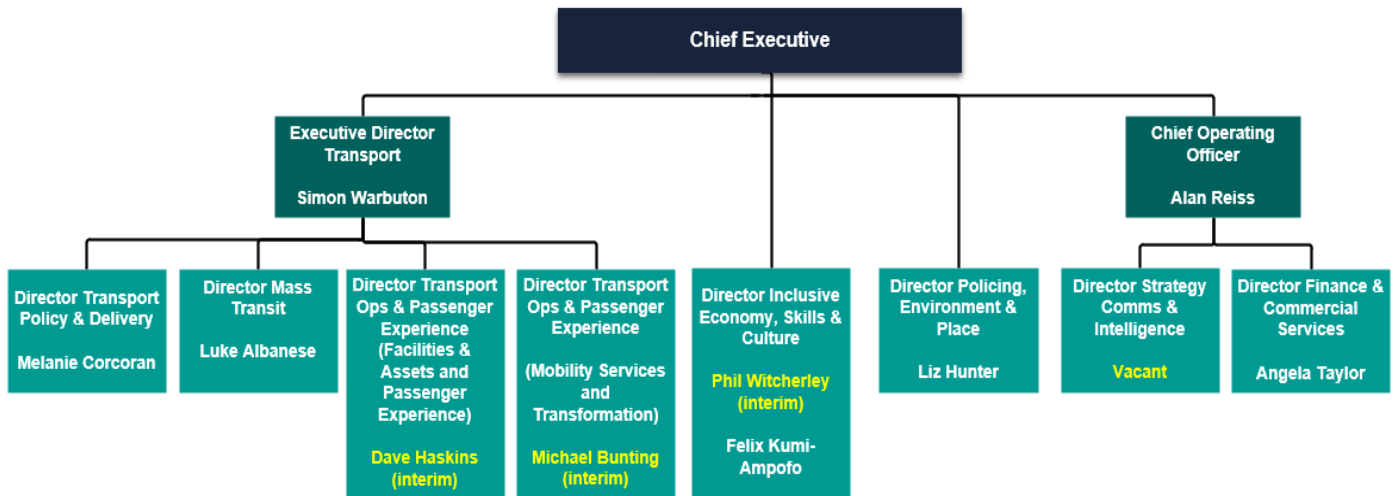
### **Interim Director of Transport Operations and Passenger Experience (Facilities and Assets and Passenger Experience): Dave Haskins**

- 2.16 Dave's substantive post is Head of Transport Implementation, however, over the last 4 months has been acting up in the Interim role of Director of Transport Policy and Delivery. Dave will be leading on Facilities and Assets and Passenger Experience.
- 2.17 Dave took up the interim post on Tuesday 9 May 2023.

### **Interim Director of Transport Operations and Passenger Experience (Mobility Services and Transformation): Michael Bunting**

- 2.18 Mick's substantive post is Head of Passenger Experience and will be lead on the Mobility Services and Transformation.
- 2.19 Mick took up the interim post on Tuesday 9 May 2023.

The revised senior structure is set out in Figure One below.



### 3. Tackling the Climate Emergency Implications

3.1 The appointments above will bring greater senior capacity for the Combined Authority's work on tackling the climate emergency and a single senior point of accountability for achieving outcomes in this area. This is particularly the case for the transport director appointments, where mode shift to low carbon public transport is a core element of the Combined Authority Climate and Environment Plan. The work of Director, Inclusive Economy, Skills and Culture is also critical in aligning business support programmes to better EDI and carbon outcomes. Tackling the Climate Emergency will be embedded into the outcomes we seek to deliver as an organisation.

### 4. Inclusive Growth Implications

4.1 The Director appointments outlined above will bring greater senior capacity for the Combined Authority's work on inclusive growth and a single senior point of accountability for achieving outcomes in this area. This is the case for the transport director appointments, where connectivity to deprived communities to work and other opportunities is a core objective. The work of Director, Inclusive Economy, Skills and Culture is also critical in aligning skills and business support programmes to better inclusion outcomes. Achieving inclusive growth will be embedded into the outcomes we seek to deliver as an organisation.

### 5. Equality and Diversity Implications

5.1 The appointments will bring greater senior capacity for the Combined Authority's work on embedding Equality, Diversity and Inclusion into everything we do. Alan Reiss will remain as the Senior Equality, Diversity and

Inclusion Champion. All Combined Authority projects undertake an early EQIA to identify implications, mitigate negative impacts and maximise positive opportunities.

## **6. Financial Implications**

- 6.1 The costs for the substantive Director posts outlined were agreed in the proposed budget for 2023/24, following the previous approvals to the structure considered in the summer. The interim changes that take effect during 2023/24 can be managed within the overall staffing budget and vacancy savings.

## **7. Legal Implications**

- 7.1 There are no legal implications directly arising from this report.

## **8. Staffing Implications**

- 8.1 As per the agreed process at the Combined Authority meeting of March 2023, this report sets out changes to the organisation's senior structure.

## **9. External Consultees**

- 9.1 No external consultations have been undertaken.

## **10. Recommendations**

- 10.1 That the Combined Authority endorses the director appointments as per the body of the report.

## **11. Background Documents**

West Yorkshire Combined Authority 16 March 2023. Item 14 – Governance and Appointment Arrangements.

<https://westyorkshire.moderngov.co.uk/documents/s30788/Item%2014%20-%20Governance%20Arrangements.pdf>

## **12. Appendices**

None.