

## Case Study

East Kent Medical Services Ltd (EKMS) trading as Spencer Private Hospitals is a 100% subsidiary of East Kent Hospital University NHS Foundation Trust (The Trust).

The Board produced a revised three year strategy earlier this year, following this a review of the composition of the board of directors and their skills, knowledge and experience to deliver the revised strategy was undertaken. As a result it was decided that they needed to recruit two new independent NEDs.

The skill sets were ascertained for the incoming Non-Executive Directors. One with Commercial skills who would Chair the Nomination and Remuneration Committee and a Non-Exec with financial experience, who would set up and Chair an Audit Committee.

Sandra Le Blanc, Chairman of EKMS said 'First Flight Non-Executive Directors quickly grasped what we what we were looking for in terms of skills and experience, including a useful discussion on how potential successful candidates would fit with the current Board of Directors and support / challenge the senior management team at Spencer Private Hospitals'.

She went on to say that 'It was very straightforward and it was clear from the outset that First Flight had a good understanding of the market for Non-Executive Directors'.

First Flight provided EKMS with a proposal with timelines for the project. This was promptly agreed and the search started. Sandra said that 'First Flight delivered on this, keeping EKMS up to date on progress. Their approach to attracting candidates resulted with a shortlist of high calibre candidates'.

Interviews were arranged with the shortlisted candidates and First Flight attended these interviews which was very much appreciated by EKMS and resulted in much welcomed support.

The interviews led to EKMS selecting two candidates from the shortlist to whom they wanted to offer roles to. These were Andrew Andreou and Geoff Benn. Andrew offered vast experience as a successful Finance Director and Geoff brought a wealth of experience in the Healthcare sector along with Marketing and Branding experience.

Finally Sandra wanted to add that 'we successfully appointed two candidates from a very strong field and we are absolutely delighted and look forward to them joining us'!



Sandra Le Blanc, Chairman



Andrew Andreou,  
Appointed Finance Non-Executive  
Director



Geoff Benn  
Appointed Commercial Non-  
Executive Director

### About First Flight

- Specialist NED and Chair Search Firm
- Helping to raise the standards and effectiveness of Boards
- Broadening the Non-Exec and Chair gene pool
- Provides more diverse