



## Case Study

Sevenoaks District Council wanted to set up a generic trading company with a focus on property development as its main activity. The venture is pioneering and aims to increase investment income for Sevenoaks District Council and to make Sevenoaks District Council more self-sufficient, as well as to deliver social outcomes and add financial value to the District. This type of business is very different to the normal activities of a council and therefore the full range of skills and relevant experience were not already available in house.

Sevenoaks approached First Flight Non Executive Directors to provide them with one Finance Non-Executive and one Property Non-Executive as they were the specialist areas they felt would add most value to the company.

*The process really was from start to finish. As this was a new company with no previous experience of appointing Non-Executive Directors, First Flight were able to fill in the gaps so we could work out exactly what we needed and were clear as to the skills of individuals required for these roles. Adrian Rowbotham, Chief Financial Officer.*

An initial planning meeting was held with the Council to decide on the key skills required for each role. It was agreed that both Non-Exec roles should have a track record of building commercial value and translating strategic visions into priority investment and ultimately business success. The Finance role would need expertise in SME business, obtaining funding, be a qualified accountant and understand Corporate Governance. The Property Non-Exec would have to have a minimum of 10 years property experience in both residential and commercial property and a strong entrepreneurial background.

*First Flight produced a short list of candidates, all of which appeared very impressive and suitable for the roles. They also attended the interview process and were able to provide draft appointment letters. Two candidates were selected following the panel interviews and I am pleased to say that both accepted.*

*We have now had two Board meetings and it is clear that their skills are exactly what the company needs to ensure that it gets off on a sound footing. They both clearly want to be Non-Executives for the right reasons and give the benefit of their experience to the wider community.*

Adrian Rowbotham, Chief Financial Officer.



Adrian Rowbotham, Chief Financial Officer



Andrew Andreou,  
Appointed Finance  
Non-Executive Director



John Tibbitts  
Appointed Property  
Non-Executive Director

### About First Flight

- Specialist NED and Chair Search Firm
- Remuneration Advice
- Board Composition Analysis
- Provides more diverse candidates