

Report title: Recommendation to appoint to the post of Chair, Gleadless Valley Regeneration Board.

For the attention of: Gleadless Valley Board Members

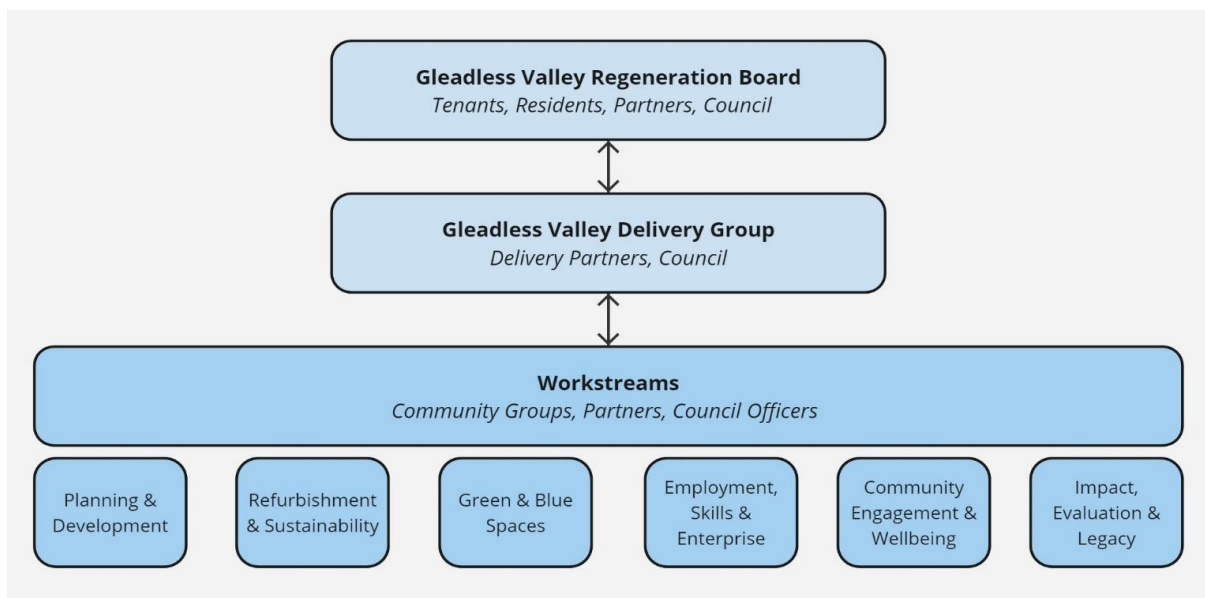
Board date: 16/01/2025

Introduction

Following a robust selection process this paper recommends the appointment of Alexis Krachai to the role of Chair, Gleadless Valley Regeneration Board.

The Council has implemented a new governance framework to support the delivery of the Gleadless Valley Masterplan. The governance framework is in line with other major regeneration programmes being delivered across Sheffield.

Gleadless Valley governance framework:



As part of the governance process, it was recommended that a Chair be recruited to oversee and manage the Gleadless Valley Regeneration Board. The Gleadless Valley Regeneration Board brings together residents, local community organisations, delivery partners, senior council representatives and the local Member of Parliament with the purpose of advising on the overall strategy for Gleadless Valley and aligning stakeholders to deliver the vision.

The first Gleadless Valley Regeneration Board was held on 30/10/2024 and was Chaired by Kate Martin, Executive Director, City Futures. Members of the meeting were provided with an overview of the role and intended recruitment process. Feedback gathered at the meeting fed into the recruitment process. A copy of the advert is attached as appendix A.

Purpose of the Role:

- The Council is committed to genuine partnership and recognises the importance of having a Chair to lead this Board.

- The Chair will be key to setting the vision for the Gleadless Valley Regeneration Board, fostering innovation, and ensuring that all voices are heard in shaping the future of Gleadless Valley.
- The Chair will facilitate effective working relationships between residents, Council services, and other partners, ensuring a shared, inclusive vision.

Timeline

Task	Date
Chair advertised	06/11/2024
Chair advert closes	29/11/2024
Shortlisting and Selection*	18/12/2024
Interviews*	06/01/2025
Recommendation of candidate	16/01/2025

Shortlisting and interviewing were delayed from the advert timeline.

Interview Panel

The Gleadless Valley Regeneration Board confirmed the following people would form the interview panel:

Name	Organisation
Kate Martin	Executive Director, City Futures, Sheffield City Council (Lead)
Councillor Paul Turpin	Green Ward Member for Gleadless Valley
Matt Lawson	Chair, Tenant and Resident Association, Gleadless Valley
Andy Jackson	CEO of Heeley Trust

The interview panel was also supported by Matthew Nimmo, Interim Management Support Regeneration & Housing Growth, Sheffield City Council. Matthew attended in an advisory capacity only and did not form part of the scoring process.

Shortlisting and Selection

Interest in the position was positive with nine expressions of interests received. The interview panel shortlisted four candidates for interview. The shortlisting criteria can be found in appendix B. The shortlisted candidates each completed and submitted a Declaration of Interest form.

Interviews

Four candidates were interviewed for the position. The interview questions are included in appendix C. The overall scoring matrix has been anonymised however does include the individual candidate scores and is included as appendix D.

The highest scoring candidate was Candidate B, Alexis Krachai.

Recommendation of candidate

Following the interviews on 06/01/2025 it is now the recommendation of the interview panel that Alexis Krachai is formally offered the position of Chair for the Gleadless Valley Regeneration Board.

Alexis' experienced and suitability for role is briefly summarised below:

- Experience of coordinating board meetings, driving the vision, managing complex relationships and discussions.
- Strong connection to Sheffield, with experience of other volunteering roles and supporting the development of the Sheffield City Goals.
- Demonstrates calm and confidence with an ability to gain buy-in from others. Understands how to build confidence to strengthen credibility.
- Understands key challenges for the project and keen to identify strategic solutions to enable activity to progress.
- Excellent experience of collaborative working.
- Understands the value in identifying short-term goals to build momentum for longer-term objectives.

Next Steps

Kate Martin, Executive Director of City Future will Chair the Gleadless Valley Regeneration Board and Alexis Krachai will attend as an observer. Alexis will leave the meeting whilst this paper is discussed.

The Gleadless Valley Regeneration Team will coordinate the role offer process, remuneration and induction period for the Chair.

This role will be appointed to for an initial three-year period with an option to review after the first twelve months.

Once members of the Gleadless Valley Regeneration Board endorse the recommendation to appoint to the Chair role, the candidate will commence in the role from a date agreeable between the individual and the Council.

Appendix A

Chair Advert

Independent Chair for Gleadless Valley Regeneration Board

Are you keen to be part of a major regeneration project in Gleadless Valley, a project that is putting the local community at the heart of shaping the future plans for the estate? Sheffield City Council is seeking an individual who cares about Gleadless Valley, is passionate about community and neighbourhood development and is motivated to drive regeneration forward over the coming years.

Following some challenges that have slowed down the delivery of the Gleadless Valley Masterplan, the Council is now keen to focus on progressing the development of a delivery plan to enable key aspects of the masterplan to be delivered.

The Council is seeking an independent Chair to lead a newly formed Gleadless Valley Regeneration Board. The Gleadless Valley Regeneration Board will bring together residents, local community organisations, delivery partners, senior council representatives and the local Member of Parliament with the purpose of advising on the overall strategy for Gleadless Valley and aligning stakeholders to deliver the vision.

This is an exciting opportunity to get involved in a project that will leave a legacy for future generations. If this role is of interest, we would love to hear from you.

More information about the Gleadless Valley Masterplan Refresh and Delivery Plan can be located by typing this link in your web browser (<http://bit.ly/4hxqRiR>) and clicking on item 9 Gleadless Valley Regeneration and Delivery Plan (Form 2 – Gleadless Valley v2.0).

Purpose of the Role:

- The Council is committed to genuine partnership and recognises the importance of having an independent Chair to lead this Board. By independent we mean remote from the Council and any political affiliation.
- The Chair will be key to setting the vision for the Gleadless Valley Regeneration Board, fostering innovation, and ensuring that all voices are heard in shaping the future of Gleadless Valley.
- The Chair will facilitate effective working relationships between residents, Council services, and other partners, ensuring a shared, inclusive vision.

Key Responsibilities:

- Provide strategic leadership and direction for the Gleadless Valley Regeneration Board, ensuring the Board operates effectively.
- Chair meetings, ensuring clear objectives, balanced discussion, and consensus-building among Board members.

- Work with the Board to create an ambitious, realistic vision for the future of Gleadless Valley, aligning the workstreams with community priorities.
- Build strong relationships with residents, local businesses, and stakeholders to ensure broad support and participation in the regeneration process.
- Act as a key advocate for Gleadless Valley, fostering partnerships across sectors (private, public, community) that support the Board's vision.

These qualities would be helpful for the Chair:

- Strong ties to the area, whether through current or former residence, work, or involvement in local life, or experience of working in a similar environment.
- Experience in a leadership role on a board, steering group, or similar body, preferably in business, public service, or the voluntary/community sector is desirable.
- Ability to think long-term, generate innovative ideas, and guide the Board towards a shared vision for the future.
- Strong facilitation and communication skills, able to foster collaboration and ensure diverse perspectives are integrated into decision-making.
- A track record of championing inclusivity and diversity, ensuring that the voices of all residents and stakeholders are heard.
- Experience of planning, housing or regeneration projects would be an advantage but not essential.

Terms and Conditions:

Terms of office	This role will be appointed to for an initial three-year period with an option to review after the first twelve months.
Commitment	We expect the role will require two days commitment per month. Officers from the Gleadless Valley Regeneration Team will provide support to the Chair, preparing for meetings, assisting with any correspondence etc.
Place of Work	Board meetings will be held in person and where possible will take place at locations across Gleadless Valley. We understand this work will need to be undertaken flexibility around existing commitments.

How to apply:

Applicants should submit an expression of interest, detailing their experience, qualifications, and connection to Gleadless Valley. Interested applicants are welcome to provide their

expression of interest in writing or via a video/ audio. We are looking for no more than 1000 words to outline your interest. Please submit expressions of interest to enquire@leadlessvalley@sheffield.gov.uk

Recruitment Timetable:

Recruitment Stage	Date
Closing date	29 th November 2024
Shortlisting and selection	2 nd December 2024
Formal interviews (in person)	9 th December 2024

If you would like a chat about the role, please mail to: enquire@leadlessvalley@sheffield.gov.uk or phone

[0114 273 6369](tel:01142736369) and ask to speak to us.

Appendix B

Each candidates Expression of Interest was scored against the following criteria:

Criteria
Strategic Leadership and Direction: Demonstrated experience in providing strategic leadership and effectively steering a board, committee, or similar group.
Connection to Gleadless Valley or Similar Areas: Strong personal connection to Gleadless Valley or significant experience in a similar environment (through residence, work, or community involvement).
Vision and Innovation: Ability to think long-term, generate innovative ideas, and guide the Board towards an ambitious and realistic shared vision.
Championing Inclusivity and Diversity: A track record of ensuring inclusivity and diversity, ensuring all voices are represented and heard.
Strong facilitation and communication skills: Proven ability to chair meetings with clear objectives, manage balanced discussions, and build consensus among diverse members.
Desirable: Experience in Planning, Housing, or Regeneration: Experience in projects related to planning, housing, or regeneration.

Scoring scale

0 = no evidence

1 = Little evidence

2 = Some evidence

3 = Strong evidence

Benchmark 75%

Appendix C

Chair interview questions

Interview question:

The Council is seeking an independent Chair to lead a newly formed Gleadless Valley Regeneration Board. The Gleadless Valley Regeneration Board will bring together residents, local community organisations, delivery partners, senior council representatives and the local Member of Parliament with the purpose of advising on the overall strategy for Gleadless Valley and aligning stakeholders to deliver the vision.

1. Why are you interested in this role, and what skills and experience do you bring that would support the Gleadless Valley Regeneration Project? Can you share an example of how you have successfully contributed to a similar initiative?
2. How would you ensure you remain neutral in this role? Can you provide an example of how you have addressed potential conflicts of interest in a previous role, or how you would approach this in the future?
3. Can you share an example of a time when you resolved a conflict between stakeholders or team members? What steps did you take, and what was the outcome?
4. How would you ensure the board remains focused on achieving long-term outcomes while addressing immediate priorities? Can you provide an example of a time when you balanced these priorities successfully in a collaborative setting

Appendix D

Combined Expressions of Interest and Interview scores

Interview candidate	Combined Expression of Interest and Interview score (%)
A	66%
B	78%
C	65%
D	74%