



# GREATER LINCOLNSHIRE LEP

Recruitment for the Chair of the  
Board

V2

# GREATER LINCOLNSHIRE

## LOCAL ENTERPRISE PARTNERSHIP

Improving the lives and opportunities of communities and businesses in Greater Lincolnshire and Rutland

### OUR IMPACT IN NUMBERS



Unlocked over

**£279 MILLION**

of additional investment through our funding programmes



Engaged with

**20,000  
BUSINESSES**

across the Growth Hub programme



Led successful Humber Freeport bid bringing 7,000 jobs and

**£2BN+  
INVESTMENT**

**16% ECONOMIC  
GROWTH IN THE LAST  
5 YEARS**

**40,325 VAT AND PAYE  
REGISTERED  
BUSINESSES**

**FOOD  
MANUFACTURING  
ECONOMIC IMPACT  
UP +30% SINCE 2014**

### WHO WE ARE

- > A partnership of private and public-sector leaders
- > The collaborative voice of our local business communities
- > A successful LEP with a reputation for influence & delivery
- > 180+ influential industry professionals driving work, leisure, & learning opportunities



### WHAT WE DO

- > Promote Greater Lincolnshire & Rutland as the place to live, work, play and invest
- > Establish economic strategies & plans
- > Help businesses to grow
- > Support investors in our area
- > Guide people to develop the skills businesses want
- > Promote education & training and up-skill our workers



### HOW WE DO IT

- > Secure funding from government for our area
- > Shape & enable projects, programmes & schemes
- > Work with business, education & government to maximise impact
- > Establish collaborative platforms to unite all corners of Greater Lincolnshire & Rutland



# Greater Lincolnshire LEP

## Recruitment pack for the Chair of the Board

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## Foreword

Thank you for your interest in this strategically important role as Chair for the Greater Lincolnshire Local Enterprise Partnership (LEP).

We are a private-led partnership of public, private, and education leaders from across Greater Lincolnshire who lead and support economic growth and our purpose is to improve the lives and opportunities of communities and businesses in Greater Lincolnshire and Rutland.

The Greater Lincolnshire LEP is committed to supporting the local economy to include all businesses, people, investors, and stakeholders, and to influencing and promoting growth, stabilising economic impacts, and increasing opportunities.

To find out more visit [www.greaterlincolnshirelep.co.uk](http://www.greaterlincolnshirelep.co.uk)

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Greater Lincolnshire is one of the largest LEP geographies, and our non-centralised economy is distinctive in its variety. The private sector is driven by micro and small businesses with one of the highest proportions of employment in small enterprises across all LEP areas. It has a large manufacturing base, is home to much of the country's agrifood sector, alongside strong energy and visitor economy sectors. We are already driving innovation in agrifood, leading transformation through robotics and automation and last year launched the UK Food Valley to position this enormously competitive sector as a Top Ten Global Cluster. Large public sector assets in defence and health and care also catalyse complementary activity from education to technology development and we have strengths arising from our ports and logistics opportunities as well as fast growing emerging digital and creative sectors.

Across Greater Lincolnshire we can demonstrate significant sector opportunities within four game-changing industries, and since 2021 our energy and resources have been concentrated on these priorities.

As we continue to emerge from the negative impacts of the pandemic, alongside new fuel and energy challenges last year, the LEP Board prioritised four areas - namely our four Game-changing sectors; Continued economic recovery; Strengthening the LEP; and raising our international trade and profile.

We have developed the second phase for the Humber Freeport, embarked on a local energy plan with a focus on low carbon food chains and have laid the foundations for a nationally recognised Defence Cluster. We have launched two LEP accelerator funds on Clean Growth and Labour Shortages and have achieved Career Hub status, celebrated our 100<sup>th</sup> Enterprise Advisor, and led the development of skills boot camps to support employment and skills recovery.

Moving forwards Greater Lincolnshire is exploring a devolution deal with Government which could represent some governance changes and bring opportunities for more local power, say and money. Early engagement to test business appetite has been undertaken by the LEP as a neutral partner on behalf of the 3 upper tier authorities; Lincolnshire County Council; North East Lincolnshire Council; and North Lincolnshire Council.

We are looking for a Chair to build on the significant progress led by the current Chair and a highly talented Board. **With a successful track record as an inspirational business leader in the private sector, you will have the ability to develop strong and purposeful partnerships between the private and public sector that will secure economic growth and have the credibility to champion Greater Lincolnshire at regional and national level.**

In addition, you will lead the Board in delivering the vision and strategic objectives of the organisation, setting priorities, monitoring performance, and ensuring effective governance. You will also possess the communications skills and political acumen to work effectively with a broad and complex range of stakeholders.

This is an exciting opportunity for a talented individual who has an understanding of the Greater Lincolnshire economy, to boost productivity and to drive, influence and promote potential, as the Greater Lincolnshire LEP enters a new phase.

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#### To date our LEP has achieved the following:

- We unlocked investment worth over **£400m** for transformational schemes
- For every **£1 invested** another **£2 has been spent**<sup>1</sup>
- We have worked with close to **25,000** businesses across the Business Lincolnshire Growth Hub programme
- We have launched the nationally significant **UK Food Valley** attracting a wealth of new investments
- We have created over **3,500** jobs
- **800** new businesses have been created.
- We have delivered **75** significant growth projects & programmes
- We have supported over **8,500** learners & apprentices
- We have awarded **over £7.6m** in business grants <sup>2</sup>through the Business Lincolnshire Growth Hub
- We have laid the foundations for a nationally recognised **Defence Cluster**
- We have celebrated our **100<sup>th</sup> Enterprise Adviser**
- We have achieved **Career Hub** status

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<sup>1</sup> £1.66

<sup>2</sup> Combined BL Growth Hub and GL Growth Fund

## About Us

The Greater Lincolnshire LEP works with the public, private and voluntary sectors to drive sustainable economic growth. We help our businesses increase productivity and innovation, create new employment opportunities, and develop infrastructure solutions that support this. We are the voice of the local business community, ensuring that the economic interests of the area are properly represented. We believe that Greater Lincolnshire is alive with opportunities and a truly great place to live, work and do business and is emerging as the intelligent choice for investors.

For more information on LEP governance and boards visit [here](#).

## Greater Lincolnshire

Greater Lincolnshire is a £23.2bn economy, with significant specialisms and opportunities to grow.

Greater Lincolnshire is a place defined by our geography. Our opportunities, challenges and ambition are fashioned by the quality of our landscape and the potential that we can unlock through our combined endeavor and industry.

From the Humber to the Wash, and into Rutland, covering 2,700 miles with a population of 1.14 million we have a coastline that is an economic engine that support a thriving tourism industry and is the gateway to world trade via our ports and associated logistics.

Our unique history of land reclamation and water management has created one of the most productive agrifood regions in the United Kingdom, with ambition to become the nationally recognised food and agritech automation lead for the UK.

Skills are embedded at the heart of driving our economic growth and cut across all aspirations and industries but remain a fundamental challenge to deliver on all opportunities. Our thriving universities are some of the fastest growing in the UK, giving access to a growing talent pool which alongside some of the most pioneering educational institutions in the UK, are fuelling academia and a skilled workforce. The LEP works strategically to support young people to stay and work in the area, and to train and support people who are already working or seeking jobs, so that they gain the skills needed to take up the jobs of the future.



## Progress and Focus

As an organisation we continue to maximise the collaboration with our partners whilst continuing to bring an agile and flexible approach to enable swift response to recent challenges.

As of 2021/22, we have created over 3,500 jobs and 800 new businesses, delivering 75 major growth projects and programmes with every £1 invested, £2 is spent. Over 8,500 learners and apprentices have been supported and through our Career Hub we have signed up over 100 Enterprise Advisors from across industry to help every young person to take their next step.

We've unlocked investment worth over £500 million for transformational schemes, which are fundamentally improving our economy and contributing to future-proof, our infrastructure.

Significant investment in infrastructure are coming to fruition across the area including Lincoln's Eastern Bypass, Grantham's Southern Relief Road, Boston's Quadrant, East Midlands Trains, and the South Humber Industrial Investment Programme, the Lincoln School of Medicine, the North Lincolnshire University Campus, Skegness Countryside Business Park, and the Food Enterprise Zones.

We have worked with close to 25,000 business across the Business Lincolnshire Growth Hub, created over 3,500 jobs, and supported over 8,500 learners and apprentices.

Meanwhile our big economic challenges remain: we need to bring forward opportunities to accelerate green energy; we need to close the gap between skills supply and economic demand; we need a good supply of quality employment land; we need better infrastructure; we need to build more houses; and we need to ensure growth has a benefit in all corners.

For further information visit [here](#).

## About the role

For the full job role of the Chair visit [here](#)

The objective of the role is:-

- To provide leadership of the Board and ensure its effectiveness in all aspects of its role
- To support the LEP in developing the strategic direction and priorities that will deliver the LEP's objectives
- To be an effective external advocate of Greater Lincolnshire and the Greater Lincolnshire LEP in public and with Local Authorities and Whitehall, as well as being a credible advocate in both print and broadcast media.
- To play an ambassadorial role in the Devolution Lincolnshire transition.

The duties and responsibilities of the Chair of LEP are:

- Strategic Leadership
- Robust Governance Transparency
- Efficiency and Effectiveness
- Relationship Building
- Facilitating opportunities



# Person Specification

The Chair will be required to:

- Be working in the private sector
- Be very well networked at senior levels locally, regionally and nationally
- Understand Westminster and Whitehall and how it operates
- Live and/or work in the Greater Lincolnshire LEP area
- Demonstrate understanding of the private sector and how it operates
- Understand the need to be held to public scrutiny
- Have experience of chairing meetings, comprising senior public and private sector leaders with strongly held views

## *Personal attributes*

- The ability to represent the views of business, in an environment where local authorities and MPs are drawn across the political spectrum
- A strategic mindset
- An appreciation of the issues in the Greater Lincolnshire area, including local economic, business, infrastructure and political landscape
- High level listening skills, ensuring that all internal and external stakeholders have their say and feel that they have been listened to
- Ability to access, build and maintain strong and effective networks and working relationships across sectors and at all levels, and with Westminster and Whitehall
- High level influencing, relationship and stakeholder engagement skills
- Ability to coalesce differing viewpoints where there is no direct line authority to enforce decisions
- Politically astute; able to make sense of the full context in which the LEP operates and to guide LEP executives appropriately
- Ability to generate confidence and trust by embodying those characteristics
- Knowledge of the LEP network
- Knowledge of wider business representation organisations, particularly in the East Midlands
- Previously acted at Board level
- Strong leadership skills, good communication and interpersonal skills
- Impartiality, fairness and the ability to respect confidences
- Tact and diplomacy
- Experience of reviewing, developing and implementing business strategies and policies
- Demonstrable experience of organizational and people management
- Demonstrable experience of change management
- Be approachable
- Performance management, financial control and planning
- Ability to be at ease with people of all types in both formal and informal social settings
- Bring together conflicting views and positions to resolution



You should expect to spend approximately 4 days a month on LEP activity, and occasionally be available for important meetings which may need to be arranged at short notice.

The initial term of appointment is for 3 years' and this can be extended for two further terms, to a maximum of 9 years.

We aim to increase our diversity and be representative of the Greater Lincolnshire area and would particularly welcome applications from women, people with disabilities and people from black and minority ethnic backgrounds.

*Please note the Chair will be selected by an Appointments Panel, members of which will be agreed by the Board, and have a meet and greet with the LEP Board*

*It is proposed the new Chair will take up his or her duties in February / March 2023 with a handover period and programme with the LEP CEO and the outgoing Chair.*

## **Terms and Conditions**

### **Remuneration**

- This will be a non-remunerated position Executive support is available and expenses can be claimed.

### **Location**

- The Greater Lincolnshire LEP office is located at Lancaster House, 36 Orchard Street, Lincoln, LN1 1XX

## **Eligibility**

### **Online Due Diligence**

As part of the process, we will conduct online due diligence and take references prior to the final interviews.

### **Nationality**

The Immigration, Asylum and Nationality Act make it a criminal offence for an employer to employ those who do not have permission to live or work in the UK.

To apply for this position of Chair, you will need to be eligible to work in the UK.

### **Conflicts of interest**

Candidates must declare any interests they may have which, in the reasonable opinion of LEP could be considered to interfere, conflict or compete with the performance of the post, if the candidate is appointed. Candidates are therefore required to declare any relevant interests held by themselves and their spouses/partners. Business and financial interests are published.

For more information visit [here](#)



## How to apply

Applications will be reviewed on a rolling basis; therefore, candidates are encouraged to apply before the advertised deadline.

Applications must include:

- A short covering letter explaining why this appointment interests you and how you meet the essential skills/core criteria/competences as detailed in role description, as well an indication of availability to commence the role and any constraints such as notice periods or other commitments.
- Completed [Equal Opportunities Monitoring form](#). All our roles are accessible to all members of the community and we use this data to monitor our progress;
- A curriculum vitae detailing education and professional qualifications and full employment history, giving details where applicable of budgets and numbers of people managed relevant achievements/outcomes in recent posts and latest remuneration. It is also helpful to have daytime and evening telephone contact numbers and email addresses, which will be used with discretion;

The following timetable sets out key dates in our recruitment process. Please ensure that you mention in your covering letter if any of these dates present you with a problem.

Activity	Date
Close campaign	5:00pm Fri 27 <sup>th</sup> January 2023
Shortlist Meetings (Candidates not required to attend)	Mon 30 <sup>th</sup> January - Fri 3 <sup>rd</sup> February 2023
Client interview panels and decision	Mon 6 <sup>th</sup> - Fri 16 <sup>th</sup> February 2023
Handover period	February/ March 2023

### Queries

If you have any queries about this appointment or wish to arrange an informal discussion call Ruth Carver, LEP CEO on 07787 508000 or email [Ruth.Carver@lincolnshire.gov.uk](mailto:Ruth.Carver@lincolnshire.gov.uk) citing **LEP Chair Query** in the subject line.

### Recruitment Process

All applications will be acknowledged shortly after receipt. If you have not received acknowledgement after three working days, please contact Amy O’Sullivan on

[Amy.O’Sullivan@lincolnshire.gov.uk](mailto:Amy.O’Sullivan@lincolnshire.gov.uk)

[www.greaterlincolnshirelep.co.uk](http://www.greaterlincolnshirelep.co.uk)