

**Imperial College Union
Board of Trustees / 24 February 2021**

External Trustee Ratification

Author(s): Jill Finney (Chair of Trustees)
Abhijay Sood (Union President)
Victoria Agbontaen (Governance Officer)

Decision(s): To approve the appointment of the newly recruited External Trustee – Dan Wagner.

1. Constitutional Context

As the Union continues to make progress in its turnaround process, good governance is a key enabler of this transformation, helping us make better decisions and to ensure we are focussed on the long-term sustainability of the organisation. Whilst not the only driver of good governance, the Board of Trustees are a critical component of our system.

The purpose of the Board is to ensure we are run effectively and properly, in accordance with our Governing Documents, UK law, and in a financially prudent manner. The Board is primarily made up of students and student representatives, alongside five external trustees and one alumni trustee who are there to provide external insight and oversight. Terms for external trustees are 3 years in length.

The appointments all external/alumni trustees, as well two appointed students, must be ratified by a two-thirds majority of Union Council.

By the end of this year, there will be two vacancies among the external members of the Board, as Jill Finney (Chair) and Kate Owen (Chair of the PARC subcommittee) are coming to the end of their terms and we have run a recruitment process aimed at filling Kate's role.

A skills audit of the current lay trustees was undertaken, with a range of key competencies / experiences identified that were prioritised and were the driving factor in this recruitment process and selecting the best candidate for the needs of the Union now.

2. Process overview

The Union needed to recruit two new external members for the Board between now and 31 July 2021, including a new Chair. As we were recruiting for two roles, we went into this process with an open mind – and considered candidates from all backgrounds and with all experiences.

The External Trustee recruitment pack went live on 18th November 2020 on a number of websites including Charity Jobs, LinkedIn, Indeed and the Union website. The deadline for applications was Monday 4th January and within that time, twelve very strong applications were received. All applications can be viewed [here](#).

The interview panel consisted of the following Trustees:

Jill Finney (Chair of Trustees) *
Abhijay Sood (Union President)
Kate Owen (External Trustee)
Stephen Richardson (External Trustee)
Lloyd James (Student Trustee)

The panel reviewed all applications and out of the twelve candidates, six were shortlisted and selected by the panel to be interviewed. The interviews took place on the 21st of January 2021.

The panel were provided with questions for the interview which focused on several aspects of the role including previous experience, knowledge of Trustee responsibilities, sector knowledge and strategic thinking, good governance, specific expertise, and decision-making skills.

All six candidates attended the interview on the day and there were three stand-out interviews from Dan Wagner, Jess Bond and Roscoe Hastings. After an in-depth discussion of the interviews, CV's and gaps that need filling on the Board, the panel decided that Dan Wagner was best suited to fill the position and was subsequently offered the role of Lay Trustees.

The interviewing panel of Trustees were impressed by Dan's skills and the insight he demonstrated in the interview process. He demonstrated a good understanding of what 'student experience' means, and there was certainty that Dan would be confident and effectively scrutinise the output of senior permanent managers in the Union (e.g., financial plans).

The decision will go to Council for ratification on the 16th of February 2021 and if his appointment is ratified, his term will officially commence on 1st August.

It was agreed that none of the candidates were suitable enough to fill the role of the Chair of the Board and we will re-recruit for this position later in the year.

3. Candidate summary

Dan is an Imperial alumnus, having graduated from a PhD in computing in 2011. He held a few volunteer roles as a postgraduate in a wide range of charitable and non-profit organisations and has since become the local organiser of the Imperial alumni group in Munich. Dan is a life member of Imperial College Union and during his time at Imperial was a club officer.

Dan has experience in the management consultancy field with a specific focus on finance, contracts, and commercial negotiations. Dan has mentored young management teams for start-up companies.

Although this distance may pose a challenge, his job means he often travels to London, and he has conveyed a willingness to schedule around our in-person engagements where necessary.

4. CV and Cover letter

Dan's CV and Cover letter is attached as appendix one to this paper. Comments and suggestions are requested from Trustees before confirming of the ratification of Dan.