

GENERAL SYNOD

Appointment of Chair of the Church of England Pensions Board

Background

1. On 31 December this year Allan Bridgewater's term of office comes to an end. He has been chair of the Board since 1997 and will be very much missed.
2. A selection process has recently been undertaken to identify his successor.

Recruitment process

3. During late January and early February this year, advertisements were placed in the *Church Times*, *Church of England Newspaper*, minority ethnic and disability websites, *The Financial Times*, *Pensions World* and *Third Sector* inviting applications for this appointment. The advertisement called for applications from people with knowledge and experience of financial management at a senior level including awareness of pension trustee responsibilities, leadership qualities, creativity and strategic vision.
4. The Archbishops asked the Bishop of Norwich to chair the selection panel on their behalf and invited Nigel Sherlock, a member of the Pensions Board, Christina Baxter, Chair of the House of Laity and member of the Archbishops' Council's Finance Committee and Andrew Britton, Chair of the Archbishops' Council's Finance Committee to assist the Bishop in the task of identifying candidates for appointment, supported by Shaun Farrell, Secretary & Chief Executive of the Pensions Board and Su Morgan, HR Director.
5. 10 applications were received of which 1 was from a woman. 5 were white and 5 did not declare their ethnicity. All but one were over 45.

Shortlist

6. Four candidates, all over 45 years of age were shortlisted, one of whom was a woman, and interviewed by the selection panel on 7 April. The candidate recommended by the panel as best fitted for the role, met the Archbishops on 21 April and they bring forward his candidacy to Synod for approval.

Dr Jonathan Spencer CB MA DPhil

7. Dr Spencer graduated from Cambridge University in 1970 and completed his Doctorate in Oxford in 1974 following a period as an ICI research fellow. He joined the Department of Trade and Industry that year and then spent more than 30 years in a range of Civil Service posts, mainly in the DTI (where he was Principal Private Secretary in 1982-3) but also in the Cabinet Office and the Department for Constitutional Affairs.
8. Between 1991 and 2002 he held various Director and Director General posts at the Department of Trade and Industry including DTI Director, Insurance where he was responsible for leading the DTI regulatory contribution to the financial reconstruction of Lloyds of London; and Director General Resources and Services, where he was responsible for the overall financial management of the Department. His final Whitehall post from 2002 to 2005 was as Director General, Clients and Policy, at the Department of Constitutional Affairs.
9. He currently undertakes public policy consultancy and a number of non-executive roles including membership of the Solicitors Regulation Authority and the Administrative Justice & Tribunals Council. He is also a non-executive director of East Kent Hospitals NHS Trust and of a medium-sized insurance company. He is the Chair of Governors of two schools, a member of the Canterbury Diocese Discernment Panel and assistant treasurer of Wye PCC.

Recommendation

10. The Archbishops wish to recommend:

the appointment of Dr Jonathan Spencer as Chairman of the Church of England Pensions Board for a term of five years beginning on 1 January 2009.

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Westminster SW1P 3AZ

May 2008

Su Morgan
Director, Human Resources