



Press Recognition Panel  
Mappin House  
4 Winsley Street  
London W1W 8HF

Mr Peter J Lawrence OBE  
Chief Executive, Civil Service Commission  
1 Horse Guards Road  
London  
SW1A 2HQ

*By email only*

30 March 2022

Dear Peter,

### **Press Recognition Panel Chair recruitment**

Further to my letter of 14 October 2021, I am writing to confirm that the PRP's recruitment process for the search and selection of a new Chair has now concluded, and a candidate has been selected for appointment with effect from 17 June 2022, following the end of tenure for the current serving Chair, David Wolfe QC. The purpose of this letter is to seek your assurance, in accordance with Article 4.2 of the Royal Charter on Self-Regulation of the Press, that the process followed in the selection of the members was fair, open and merit based.

As you are aware, we appointed Green Park Interim and Executive Ltd in September 2021 for the executive search and selection of a new Chair. Green Park conducted a thorough and robust recruitment process that captured a diverse spectrum of candidates. The Green Park bespoke microsite, providing details of the role, person specification (attached at Annex A), ineligibility criteria and application process, went live on 18 January 2022 and closed on 13 February 2022. Green Park implemented a targeted online social media recruitment campaign to reach the widest possible diverse audience. We published the advert on our website and promoted it on the PRP's Twitter and LinkedIn accounts, too.

The Selection Panel throughout the process consisted of Senior Independent Board member and chairing the panel, Harry Cayton; the PRP's current Chair, David Wolfe QC; Board member, Kathryn Cearns; and the Nominations Committee Independent member, Julie Ferguson, was also in attendance in an advisory capacity.

The Selection Panel met on 23 February 2022 to discuss the applications. The shortlisting exercise took place on 14 March 2022. The Selection Panel identified 5 candidates for interview based on their independent and objective assessment of the

applicants' merit against the criteria. Following the Shortlist meeting, the list of questions and the domestics for interviews was agreed. On 23 March 2022 the Selection Panel were provided with a form detailing the questions, the person specification and the Final Panel pack (as prepared by Green Park).

Prior to final interviews all the candidates were offered an informal 30-minute meeting with the Chief Executive. All the final candidates took up this offer. The conversations were not fed back to the panel and the Chief Executive took no part in the decision-making process.

The final interviews were held at Mappin House on 28 March 2022. The Selection Panel interviewed 4 candidates (one had withdrawn prior to interview). Each candidate was asked 10 Questions (including 1 predisclosed question) along with any necessary follow up questions to clarify their answers.

I can confirm that at interview, Gerard Lemos, was the strongest candidate that demonstrated the relevant skills and experience required by the Board.

As required by Article 7 of the Charter, the responsibility for selecting and making the appointment lies with the serving Members of the Board. Following the interviews on 28 March 2022 the Board was contacted to discuss the conclusion of the recruitment process and consider the Selection Panel's recommendation.

The Board agreed that the process had been fair and open with merit-based decisions made objectively at each stage. The Board discussed and agreed to appoint Gerard Lemos, with effect from 17 June 2022. The Board discussion concerning the final candidates remains confidential; however, the published minutes of the Board meeting will include the Board's decision.

I trust the above provides sufficient detail to enable satisfactory consideration of the recruitment process. Please do let me know if further supporting paperwork or a conversation would be helpful.

My letter and your response will be published on the PRP website in accordance with our policy on openness and transparency. I look forward to your early response.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Susie Uppal', with a small flourish at the end.

Susie Uppal  
Chief Executive, Press Recognition Panel

# ROLE DESCRIPTION

## The Role

The key responsibilities of the Board are as follows:

- Setting and implementing the PRP's strategy and forward programme of work.
- Making decisions to recognise or withdraw recognition from a Regulator in accordance with the Scheme of Recognition.
- Making decisions to undertake an ad hoc review in accordance with the Scheme of Recognition.
- Making proposed amendments to the Royal Charter (which must be ratified by a resolution that has been passed unanimously by all Members of the Board).
- Agreeing the Scheme for charging fees to Regulators.
- Approving reports relating to any success or failure of the recognition system.
- Approving the annual report and financial statements about the activities of the PRP – including whether it has granted recognition to, or withdrawn it from a Regulator – prior to the laying of the report before Parliament and the Scottish Parliament.
- Surrendering of the Royal Charter, and subsequently winding up and otherwise dealing with the affairs of the PRP in a manner which the Board considers fit.
- Reviewing governance arrangements to ensure that they remain fit for purpose and effective.

The Board is supported by a Chief Executive, Susie Uppal, and a small Executive team. The Board are provided with thorough financial and operational advice to enable it to review and assess performance against the PRP's strategy, objectives and budget. The Board retain oversight of the capability and capacity of the PRP to meet its statutory obligations.

# PERSON SPECIFICATION

## The Person

We are seeking to appoint a Chair demonstrating exceptional leadership and decision-making skills, with the ability to lead a cohesive Board with clarity of purpose. The individual will have independence, resilience and wide experience. They will be effective communicators, with demonstrable ability to maintain constructive relationships and foster an open and transparent culture within a Board and with the Executive staff. The individual will have an outstanding reputation for fairness and propriety.

## Essential criteria

- Senior level experience in the public, private or voluntary sector;
- An understanding of the context within which a regulator operates;
- Clarity and rigour of thought, with strong analytical skills and the capacity to examine issues and reach judgements in an impartial way on the basis of the relevant evidence;
- A participative approach to decision making; and
- Effective communication skills, with the ability to convey complex issues clearly and compellingly.

### **And, one or more of the following;**

- Legal qualifications and skills;
- An understanding of the legal framework within which the Board must operate;
- Knowledge or experience within the, media or in news publishing, which might have been built in digital or social media;
- Experience of public policy;
- Experience of consumer rights;
- An understanding of the national and regional environments within Great Britain that are relevant to the work of a Regulator.

Successful candidates will also need to demonstrate a reputation for personal integrity, professional conduct and credibility, with an exceptional sense of propriety and regard for the [Seven Principles of Public Life](#).