



NOMINATIONS AND GOVERNANCE COMMITTEE

MINUTES

25 November 2024

11.00-12.00

Broadcasting House, London and via Video Conference

1. Apologies and Conflicts of Interest
2. Minutes of the 3 September 2024 Meeting and Matters Arising
3. Executive Planning
4. Non-executive Succession Planning
5. AOB

Attendees

Present

Samir Shah	Chair
Tim Davie	Director-General
Nick Serota	Non-executive Director
Muriel Gray	Non-executive Director

With

Phil Harrold	Company Secretary
Jo Clarke	Secretary to the Committee
Chris Sandford	Head of Governance
Uzair Qadeer	Chief People Officer (item 3)
Helen Crowley	Egon Zehnder (item 4)
Simon Page	Egon Zehnder (item 4)

Apologies: Damon Buffini

1 Apologies and Conflicts of Interest

- 1.1 The Committee noted that Damon Buffini was an apology for this meeting.
- 1.2 No conflicts were noted in addition to those already recorded.

2 Minutes from the Nominations Committee on 3 September 2024

- 2.1 The minutes from the 3 September meeting were approved.
- 2.2 The Committee noted the Matters Arising paper.
- 2.3 The Committee noted that the appointment term of Leigh Tavaziva, Chief Operating Officer, as an executive director on the Board was due to complete on 31 January 2025. Nominations Committee agreed that a nomination for re-appointment for a further two years from 1 February 2025 would be submitted to the December meeting of the Board for approval.

3. Executive Succession Planning

- 3.1 The Committee welcomed the Chief People Officer to the meeting for a session on senior executive succession planning at the BBC.
- 3.2 The Committee discussed the current approach to executive succession planning and development plans for its internal senior leadership.
- 3.3 The Committee approved the engagement of a third party recruitment firm to conduct an external mapping exercise and to produce refreshed role profiles, alongside internal work.

4. Non-executive Succession Planning

- 4.1 The Committee welcomed Helen Crowley and Simon Page from Egon Zehnder who provided an update from on progress with recruitment for a non-executive Director to replace Sir Nicholas Serota on the Board, when his appointment term completed on 2 April 2025.
- 4.2 The Committee discussed the skill-set and experience required by a non-executive Director to the BBC Board and key questions for the interview panel to consider. It was agreed that members of Nominations Committee would form the interview panel.

5. AOB

5.1 There was no other business.