



## NOMINATIONS AND GOVERNANCE COMMITTEE

### MINUTES

28 January 2025

15.00-16.30

Broadcasting House, London and via Video Conference

1. Apologies and Conflicts of Interest
2. Minutes of the 25 November 2024 Meeting and Matters Arising
3. Executive Succession Planning
4. Senior Independent Director
5. Recruitment Update
6. AOB

## **Attendees**

### **Present**

Samir Shah	Chair
Tim Davie	Director-General
Damon Buffini	Non-executive Director
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)
Grant Duncan	Korn Ferry (item 3)
Christina Harvey	Korn Ferry (item 3)

**Apologies:** None

## **1 Apologies and Conflicts of Interest**

- 1.1 There were no apologies.
- 1.2 No conflicts were noted in addition to those already recorded.

## **2 Minutes from the Nominations Committee on 25 November 2024**

- 2.1 The minutes from the 25 November meeting were approved.
- 2.2 The Committee noted the Matters Arising paper.

## **3. Executive Succession Planning**

- 3.1 The Committee welcomed the Chief People Officer and Grant Duncan and Christina Harvey to the meeting for a session on senior executive succession planning at the BBC.
- 3.2 The Committee noted the full executive succession plan, which would go forward to the February Board meeting.

## **4. Senior Independent Director**

- 4.1 The Committee noted the governance process for the appointment of the new senior independent director, to replace Nick Serota when his appointment as a non-executive member of the Board completed on 3 April.
- 4.2 Directors reviewed and approved an outline role specification for the Senior Independent Director.
- 4.3 The Committee agreed that a paper should go to Board with a recommendation for the approval of non-executive members.

## **5. Recruitment Update**

- 5.1 The Committee noted that there was a shortlist of five candidates for the new non-executive member to the Board. Interviews would be conducted in the first two weeks of February.

**6. AOB**

6.1 There was no other business.