



enterprise **m3**

Delivering prosperity through innovation

TEAM MEETING EM3 NEW STRUCTURE

26 September 2022

AGENDA

- Background
- New structure
- Next steps
- Questions

BACKGROUND – WHY CHANGE?

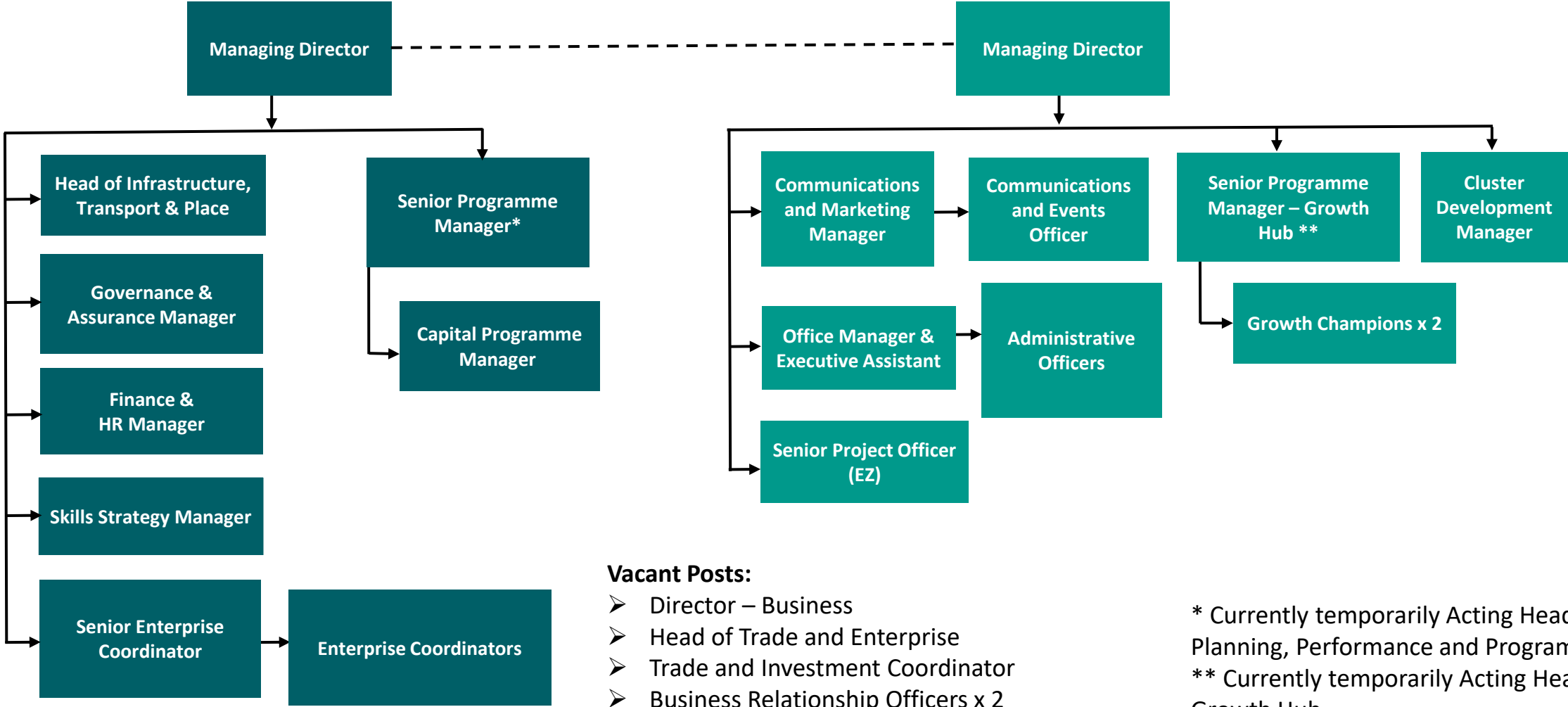
- LEP Review and subsequent mandate from government
- Reduced core funding and growth hub funding
- Need for a sustainable budget
- Significant reduction in capital programme
- Renewed focus via our vision. Endorsed by Board and direction to focus on what we do best
- Requirement to be 'fit for the future'
- Need to get on with recruitment!

OUTLINE OF PROPOSAL

Temporary structure in place. New structure proposed to reflect the new strategic vision and mandate from Government with objectives to:-

- **Deliver the strategic vision for the LEP and to achieve the savings required**
- **Reflect a significantly reduced capital programme**
- **Provide a sustainable future by enhancing the LEP's commercial capability**
- **Bring together delivery programmes to increase effectiveness and demonstrate impact**
- **Work more collaboratively across the team for greater delivery impact and to identify opportunities**
- **Remain agile**

CURRENT STRUCTURE

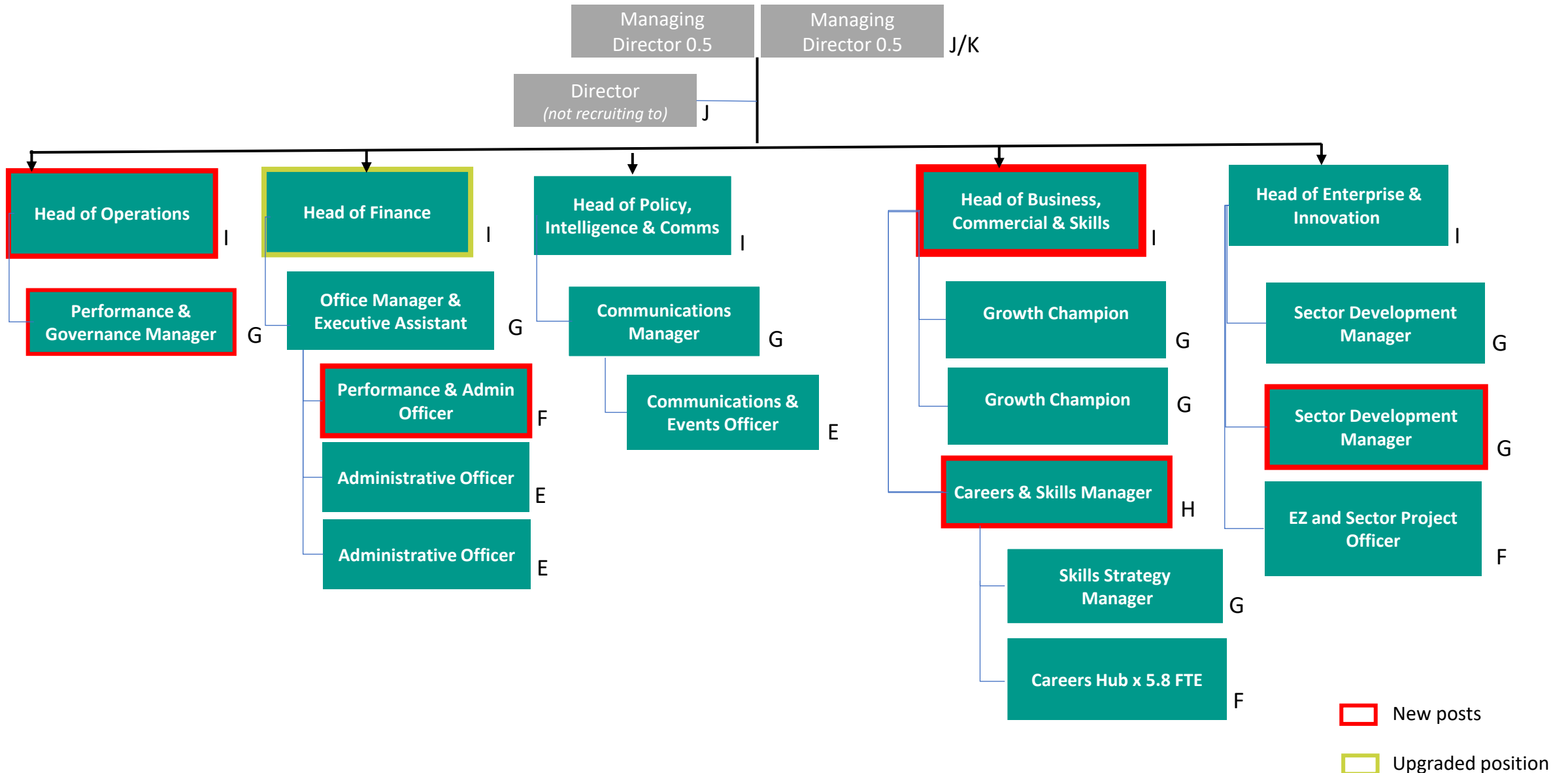


Vacant Posts:

- Director – Business
- Head of Trade and Enterprise
- Trade and Investment Coordinator
- Business Relationship Officers x 2
- EU TA
- Enterprise Coordinators x3
- Head of Enterprise & Innovation (now filled)
- Clean Growth Support

* Currently temporarily Acting Head of Planning, Performance and Programmes
 ** Currently temporarily Acting Head of the Growth Hub

NEW ENTERPRISE M3 LEP STRUCTURE CHART



ORGANISATIONAL CAPABILITY - (NOT PART OF PERMANENT STRUCTURE)

Capability	Provided by	Commissioned by
Gigabit project manager Gigabit technical expertise	Kevin Lloyd NGIS	Head of Operations
Growth Hub Associates	Kevin Brooks, Chris Fry, Mike O'Dwyer, Graham Thompson, Brian Watson and Jarmila Yu	Head of Business, Commercial & Skills
EU specialist (wind down EU programme)	Kathy Vuillaume	Head of Operations
Growth Hub Cluster	Malcolm Brabon	Head of Business, Commercial & Skills
Finance, legal, procurement, HR	HCC	Head of Operations
Marketing	Consultancy/ contractor tbc	Communications Manager
Economic and business analysis	HCC If additional/ bespoke needed this will be via consultancy/ contractor tbc	Head of Policy, Intelligence & Comms
Policy expertise - Clean growth/ net zero	All posts will have responsibility for this/ Growth Hub service/ monitored via capital programme Bespoke work - Consultancy/ contractor tbc	Head of Policy, Intelligence & Comms

ROLES TO BE REMOVED

- The proposal removes the following non-vacant positions from the future structure:

Local Job Title	Grade	Full Time Equivalent (FTE)
Head of Infrastructure, Transport and Place	I	1
Senior Programme Manager - Growth Hub	H	1
Senior Programme Manager	H	1
Governance and Assurance Manager	G	1
Capital Programme Manager	G	1
Administrative Officer	E	1

ROLES TO BE ADDED

- The proposal sees the addition of the following positions to the future structure:

Local Job Title	Grade	FTE
Head of Operations	I	1
Head of Business, Commercial and Skills	I	1
Careers and Skills Manager	H	1
Performance and Governance Manager	G	1
Sector Development Manager	G	1
Performance and Administration Officer	F	1

BUDGET IMPLICATIONS – OVER THREE YEARS

- Deleting 13 posts (new structure + “inherited” vacancies) saves £2.2m
- Creating 6 posts + maintaining external contractors, and other capacity costs, £1.3m
- Net savings as a result of reorganisation are £900k
- Savings target is £600k over 3 years to 2024/25
- “Extra” £300k are saved, but this headroom is likely to be significantly eroded by inflation

FEEDBACK THEMES

- Green skills and delivery of the “Low Carbon” aspect of our “Low Carbon; High Growth Vision”
- Rationale behind the process for recruitment and selection
- Strategic role of the Careers Hub and grading of posts within the team
- Savings achieved as a result of the reorganisation
- The role of the Head of Finance
- The role and scope of the Head of Business, Commercial and Skills
- Structure of and resources for the Growth Hub
- Resourcing Project Gigabit

NEXT STEPS

- All colleagues now at risk of compulsory redundancy are being informed of the outcome of the consultation in one to one meetings
- The whole team has been invited to a meeting to discuss the outcome of the consultation following the individual meetings
- The new and vacant posts identified for the future structure will be advertised internally and externally from **Monday 26th September 2022 with a closing date on 16 October 2022**
- Advertisements will be widely disseminated internally, externally and throughout Hampshire County Council
- Interviews are scheduled to take place between **21st October** and **2 November 2022**
- The 'Heads of' interviews will each have a board member on the panel. All interviews will require candidates to deliver a presentation, title given in advance, or carry out an exercise given to them on the day of the interview.
- Individuals at risk of compulsory redundancy will be able to apply for the vacancies and if successful will no longer be at risk of compulsory redundancy