

First Flight PROVIDES CLIENTS WITH NON-EXECUTIVE DIRECTORS

First Flight's team is instrumental in placing Chair and Non-Executive Directors – this is all we do.



We have one of the largest Non-Exec databases in the UK, which allows us to identify the most appropriate candidates and we support this with discreet executive search and focused advertising (at our cost). Our clients enjoy the benefits of a fast and specialised service with competitive fees, reflecting our efficiencies.

First Flight has a current active database of over 5,000 high calibre Non Execs (some 1,300 in the healthcare sector). We have proven experience with some 120 appointments to date.

We are therefore ideally placed to provide NHS Trusts, Foundation Trusts and PCTs with commercial and experienced Non-Execs with fees that are realistic compared to the larger London based search firms.

Non-Executive Directors for Compliance

□ The UK Corporate Governance Code, provision B.2.4 states: "An explanation should be given if neither an external search company nor open advertising has been used in the appointment of a Chairman or Non-Exec."

□ In light of much recent debate about good Corporate Governance, enlightened Boards are asking:

- What is the right balance in the boardroom?
- How should Boards be made up?
- What mix of skills and expertise will be right?
- Are you getting a choice of high calibre Non Execs?
- Are the Non Exec appointments being made with regard for the benefits of diversity on the Board, including gender?
- Will the Non-Exec require approval of a regulator (eg. FSA)?
- Will the Non-Exec require the skills for a Risk or Audit Committee?

First Flight understands these issues.



We have a focused **NHS/Foundation Trust team** led by Alan Howarth. Alan has considerable current expertise and knowledge in this area and assisted in creating much of the governance structure papers for the NHS, eg the Intelligent Board. Peter Dean, has vast experience of NHS in the Hampshire region assisting PCTs and CHPs in accessing private sector capital for construction of new facilities.

We understand the issues facing this sector:

- + **NHS Trusts** are making the transition to **Foundation Trusts** (FTs) and in this process the FT's will require Non-Executive Directors who will need to be more commercial and have a greater understanding of Corporate Governance than in previous years.
- + In order to realise the mandated Management savings, **PCT's** are currently looking to form new Cluster boards and Non-Execs will be required to join these Boards.
- + The Appointments Commission which historically has assisted NHS Trusts with finding NEDs is being disbanded.
- + "All NED roles must be advertised and follow due process"
- The Foundation Trust.

How can our team assist in securing the right Non-Execs for your Board?

Focus – our sole business is Non-Exec Directors, rather than being part of a broader recruitment function.

Fees – we are materially more cost effective than the mainstream recruitment consultancies.

Recruitment timeframe – shortest in the industry due to our active database and effective search model.

NHS expertise – Health Advisory Committee ensures we are up to speed on all NHS initiatives.

Governance – intimate knowledge and understanding of the Governance requirements for a professional Non-Exec.

Local – we have a network of Consultants that understand the local community and health needs.

Partnership Working – we work as a partner throughout the recruitment process to ensure a satisfactory outcome.

Now is the time for NHS leaders to be shaping their Board to maximise opportunities.

First Flight's NHS/Foundation Trust Advisory Board:



Alan Howarth – Chairman

Alan is an experienced Non Executive Director serving fully listed, AIM and private companies. For 6 years, until 2009 he was Chairman of the Royal Surrey County Hospital. He helped write the 'Intelligent Board', which provided much of the governance guidelines in the transition to FT status. Alan is currently Chairman of global organisations in the Pharmaceutical, Technology and Health sectors. He was a partner in Ernst & Young for nearly two decades during which the Search & Selection function reported to him.



Chris Spencer-Phillips – Managing Director

Chris has considerable experience of recruiting at Board level and specialises in Non-Executive Director projects. Chris pioneered the concept of investing Non-Executive Directors and is a qualified personal profile and psychometric analyst. He has extensive experience of placing Non-Execs, particularly in the healthcare sector. Chris has a background in advertising and the graphics industry as well as starting two publishing companies. He is a keen golfer at Rye and St Enodoc, racehorse breeder and was a Council Member of the Racehorse Owners Association for 16 years.



Peter Dean – Client Relationship Director, Non Execs

Peter is an experienced senior business executive with an international background in both large and small organisations and has set-up and successfully run his own business. He has vast experience of assisting Hampshire PCTs and CHP in accessing private sector capital for construction of new facilities in the region. He was also a consultee in the White Paper Liberating the NHS which proposed the GP Commissioning Consortia and the spinning off of the Provider arms into new Foundation Trusts or Social Enterprises. Peter also held the position of the Vice Chair of the SE Regional Assembly reporting on health infrastructure. He is a NED of two charities and he enjoys rugby, reading and the Middle East.

07582 193776



Isabelle Bearn-Fournier - Client Relationship Director, Non Investing Non Execs

Isabelle places Non-Executive Directors and has over 15 years' expertise in recruitment, HR and business development. She understands a Company Board's needs and issues. Her husband is a consultant surgeon for a NHS Trust and Isabelle assisted his team in setting up and fundraising for The Holly Trust which promotes research into causes therapies treatments and detection of bowel cancer. She has previously worked for a GKN plc and Peugeot and has a BA in Economics, an MBA and is a SFEDI certified Business Adviser. Isabelle is a keen sailor and enjoys opera.

07719 348140

Robbie Beak – Client Relationship Director Investing Non Execs

Robbie has worked with over 800 businesses of all sizes, advising and guiding their inward investment and international expansion plans. He has helped many companies source funding and recruit staff. He has worked with one of the government's regional development agencies assisting overseas medical companies locate in the UK and supply to the NHS. He has also worked closely with Medilink in the West Midlands to understand NHS supply chain challenges. In his spare time he competes as a downhill ski racer, representing the Midlands Ski Club in national and international competitions.

07764 497223

Ron McGregor – Client Relationship Director, Non Execs

Ron is a highly experienced global business director with over 20 years in the international chemicals and healthcare industry. A graduate of the London School of Economics, he worked as a change management consultant for McKinsey & Co, USA before joining the Parker Pen Company and Sun Chemical Corporation. He has held senior management positions at Siber Hegner with expertise in N America, Europe and Asia and has significant experience in the elimination of C-Diff, Salmonella, MRSA in relation to healthcare applications. Background includes corporate finance, venture capital/PE, management consultancy and business development. Ron lives in Kent and enjoys rugby, golf and equestrian pursuits.

07775 561277

Fiona Gear – Resource Manager

Fiona manages candidate resourcing with a background of 10 years in financial PR to Director level in the City for a leading communications agency owned by Omnicom. Fiona's client base spanned across many sectors including leisure, insurance, healthcare, retail, transport and mining and was responsible for PR strategies and execution for small to medium sized PLCs. She also worked on several merger and acquisition projects and flotations.

Sue Rainer - Consultant (MIRP)

Sue handles candidate resourcing and recruitment. Sue has been in recruitment for 20 years as a consultant and through to Branch management in London and the South East. Sue has a strong background in client relations, administration and resourcing information. Sue has been a council member for Macmillan Cancer Support for the last 7 years and a keen fund raiser for The Teenage Cancer Trust.



CONTACT US

Maytham Oast, Rolvenden Layne, Cranbrook, Kent TN17 4QA • 01797 270920/270271 • info@ffplacements.co.uk