

KEY STEPS AND TIMING

SEARCH BRIEF

2025 - 2026 DATES (TBC)

1. Search establishment and initial advisory (*development of search strategy, board composition materials, creation of skills briefs and remuneration*).

October – December 2025

2. “Kick off meeting” (with Propero, Mayors, CEs, and key staff).

Sessions confirmed for 4th and 10th November, and 4th December

3. Initial research to compile the first list of potential candidates to test with the client.

Through November 2025

RESEARCH

4. Advertise for the role via Appoint Better Boards, LinkedIn, and the Institute of Directors.

24 November – 19 December 2025

5. Meeting to review research and select target candidates.

December 2025

6. Further research to build the candidate pool (as needed).

December 2025 – January 2026

7. Further sessions with the appointments committee to discuss candidates (as needed).

Late January 2026

ASSESSMENT

8. Propero conduct their reach outs, brief and assess agreed target candidates.

January – February 2026

9. Client interview and engagement with the agreed shortlist candidates.

Late February 2026

ENDORSEMENT

10. Reference and background checking.

Early March 2026

11. Appointed to Board.

Early March 2026