

VEREDUS

CASE STUDY

Client: The Crown Prosecution Service
Role: Lead Non-Executive Board Member (NEBM) / Chair

CLIENT

The Crown Prosecution Service (CPS) is the principal public body responsible for conducting criminal prosecutions in England and Wales. With approximately 7,000 employees across 14 sites, it plays a central role in the Criminal Justice System - reviewing evidence, determining whether to prosecute, and presenting cases in court.

Operating independently, the CPS ensures the fair and impartial application of the law within a highly visible and scrutinised public framework.

BRIEF

Appointing a Lead Non-Executive Board Member and Chair within the CPS is not a conventional board hire. The role sits at the intersection of public accountability, operational delivery, and judicial independence -requiring an individual capable of providing both robust challenge and measured support.

The successful candidate needed to chair a high-profile board while advising the Director of Public Prosecutions on non-legal casework decisions and organisational performance. This demanded a deep understanding of public sector governance, alongside the judgement to balance independence with accountability in a complex and politically sensitive environment.

OUR PROCESS

Veredus worked closely with the Director of Public Prosecutions, board members, and senior leadership team to define the requirements of the role and the broader context in which it would operate.

A targeted market mapping exercise was conducted across public and private sector boards to identify individuals with the credibility and experience to perform effectively at this level, with a strong emphasis on building a diverse and high-quality candidate field.

- **Over 180 individuals were approached, resulting in 38 applications**
- **Eight candidates progressed to preliminary interview**
- **A shortlist of four was presented following assessment, referencing, and due diligence**

Given the sensitivity of the appointment, conflicts of interest and alignment were assessed from the outset to ensure a robust and risk-managed process.

OUTCOME

Veredus successfully appointed a highly experienced Chair, bringing a proven track record of leading large, complex public sector organisations, alongside relevant exposure to the Criminal Justice System.

The strength of the process was reflected not only in the final appointment, but in the calibre and diversity of the shortlisted field.

The process delivered:

- **A strong, diverse shortlist aligned to the role and governance context**
- **Early resolution of conflicts of interest, reducing risk at final stage**
- **Candidates assessed for judgement in complex, high-scrutiny environments**
- **An appointment that strengthened board capability and leadership**
- **Confidence across stakeholders in both the process and outcome**