VEREDUS

CASE STUDY

Client: Port of London Authority
Role: Non-Executive Director



CLIENT

Our client, the Port of London Authority (PLA), is responsible for the safety and management of navigation on the tidal River Thames, overseeing one of the UK's busiest and most strategically important waterways.

Operating within a highly regulated, complex and safety-critical environment, the organisation requires experienced senior leadership capable of balancing commercial, operational and environmental priorities, while supporting the long-term stewardship and development of the Thames.

BRIEF

The Department for Transport appointed Veredus to deliver an OCPA-compliant search for a Non-Executive Director to the Port of London Authority. The brief required a board-level leader with current or recent experience in engineering, major infrastructure or commercial development, capable of contributing to strategic discussions around the Lower Thames Crossing and the wider commercial growth of the River Thames.

Alongside identifying the right technical expertise, the Selection Panel placed a strong emphasis on broadening the diversity of the Board and attracting candidates from outside the Authority's traditional talent pools.

OUR PROCESS

Veredus delivered a forensic market mapping exercise to identify senior leaders from executive teams and boards across the UK infrastructure, engineering, construction and commercial sectors. Working in close partnership with the Department for Transport and the Port of London Authority, we delivered a fully OCPA-compliant search process, combining targeted executive search with a carefully managed advertising campaign to maximise market reach.

Throughout the campaign we advised the Selection Panel on market insight, diversity, candidate attraction and assessment, ensuring a robust, transparent process and an exceptional candidate experience.

> **I have been thoroughly impressed with Veredus, whose commitment to client service is second to none. Their attention to detail and prompt follow-up makes every interaction seamless, and ensure the highest level of professionalism.**

OUTCOME

- Our four-week search generated 63 applications, resulting in a a diverse longlist and six high-calibre shortlisted candidates.
- Two Non-Executive Directors appointed, reflecting the exceptional quality and strength of the final candidate field.