

REPORT TO THE MEETING OF THE EXECUTIVE 3 APRIL 2019

PORTFOLIO: GOVERNANCE

REPORT FROM MANAGING DIRECTOR

SUBJECT: CHIEF OFFICER APPOINTMENTS COMMITTEE

1 DECISION BEING RECOMMENDED

- 1.1 That a Chief Officer Appointments Committee be constituted for the current municipal year comprising the same membership as the previous municipal year to support the recruitment of the vacant Assistant Director post, pending confirmation by Full Council.

2 REASON/S FOR RECOMMENDATION

- 2.1 It was not anticipated that a Chief Officer Appointments Committee would need to convene during the current municipal year, therefore it was not constituted at Annual Council in 2018.
- 2.2 The recent departure of two of the Assistant Directors and the Head of Finance led to a restructure of the Leadership Team. There is now a vacancy for an Assistant Director, Resources.
- 2.3 In order to provide leadership and resilience in this service area it is recommended that an appointment be made as soon as possible, before the end of this municipal year.

3 SALIENT INFORMATION

- 3.1 Penna has been appointed to conduct an executive search for candidates and is actively working on the campaign at present.
- 3.2 Dates for the selection process have been identified in April 2019.

4 ALTERNATIVE OPTIONS CONSIDERED

- 4.1 Waiting until Annual Council at the start of the new municipal year; however, this will lead to avoidable delay in the recruitment process and the potential loss of strong candidates.

5 RESOURCE IMPLICATIONS

- 5.1 None.

6 LEGAL IMPLICATIONS

- 6.1 The Chief Officer Appointments Committee should be constituted by Full Council. This decision will therefore need to be confirmed at the next meeting of Council.

7 EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment has been completed and found there to be no impacts (either positive or negative) on protected groups, as defined under the Equality Act 2010.

I confirm that the above recommendation does not depart from Council policy and that appropriate consideration has been given to any budgetary and legal implications.



LT Lead Officer Signature: _____

Shaun Scrutton
Managing Director

Background Papers:-

None.

For further information please contact Nicky Amor, Human Resources Business Partner, on:-

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If you would like this report in large print, Braille or another language please contact 01702 318111.