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## **APPOINTMENT OF TIER 3 CHIEF OFFICERS AS PART OF #ONETEAM TRANSFORMATION PROGRAMME**

### **1 PURPOSE OF REPORT**

- 1.1 To appoint to the vacant Tier 3 (Director) roles as part of the #OneTeam Transformation Programme.

### **2 APPOINTMENT OF TIER 3 ROLES**

- 2.1 Following previous rounds of recruitment, permanent appointments were made to six of the nine positions within Tier 3 of the Joint Corporate Leadership Team structure. The three Tier 3 roles for which there is a need to make substantive appointments are:-

- Director of People and Governance (Monitoring Officer)
- Director of Resources (S.151 Officer)
- Director of Housing

These roles are currently being filled by interim appointments.

- 2.2 The Council engaged Solace in Business Ltd as its recruitment partner for these roles. The vacancies were advertised during the period 16 January to 13 February 2023 and an extensive executive search was undertaken. It has been recognised throughout the process that the recruitment market for senior officers within the public sector continues to be challenging, particularly in respect of the statutory officer roles. However, there was a good level of interest in the roles and candidates were particularly attracted to the opportunity to work for two councils under the strategic partnership.
- 2.3 A rigorous selection process has been undertaken, including technical interviews, a stakeholder panel, psychometric assessments and numerical and verbal reasoning tests. As a result of these earlier stages of the process, no candidates have been brought forward to final interviews for the role of Director of Resources. The Head of Paid Service will provide an update to Members shortly about ongoing arrangements for this role.
- 2.4 Final interviews were conducted on 15 March 2023. The interview panel was formed of Members of the Rochford District Council Chief Officer Appointments Committee (COAC) and the Brentwood District Council Staff Appointments Committee (SAC). All Members of COAC were invited to form the interview panel. The recommendations of the interview panel will be presented to this Committee for consideration, by way of a 'to follow' appendix to this report.

**3 RISK IMPLICATIONS**

- 3.1 Creation of a single unified officer team is identified as intrinsic to the Strategic Partnership with Brentwood Borough Council (BBC) and the #OneTeam Transformation Programme.
- 3.2 It is necessary to appoint candidates jointly with BBC in order to fulfil the ambitions of the Strategic Partnership.

**4 RESOURCE IMPLICATIONS**

- 4.1 The funding for these posts is contained within the agreed staffing budget of the councils. The recruitment costs, which will be shared with BBC, can be accommodated within existing HR and OneTeam Programme budgets.

**5 LEGAL IMPLICATIONS**

- 5.1 None arising out of this report.

**6 EQUALITY AND DIVERSITY IMPLICATIONS**

- 6.1 All recruitment has been conducted in accordance with the Council's equality and diversity policies.

**7 RECOMMENDATION**

- 7.1 It is proposed that the Committee **RESOLVES**

To appoint the Tier 3 officers as set out in the tabled appendix to this report.



Jonathan Stephenson  
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**Background Papers:-**

None.

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