

## Chief Officer Appointments Committee – 27 September 2022

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Minutes of the meeting of the **Chief Officer Appointments Committee** held on **27 September 2022** when there were present:-

Chairman: Cllr S E Wootton  
Vice-Chairman: Cllr Mrs C E Roe

Cllr Mrs C M Mason  
Cllr J R F Mason  
Cllr J E Newport

Cllr Mrs L Shaw  
Cllr I H Ward  
Cllr Mrs V A Wilson

### **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Cllr G W Myers.

### **SUBSTITUTES**

Cllr D J Sperring - for Cllr G W Myers

### **OFFICERS PRESENT**

J Stephenson - Joint Chief Executive  
S Worthington - Principal Democratic & Corporate Services Officer  
Z Saward - HR Adviser

### **190 MINUTES**

The Minutes of the meeting held on 14 July 2022 were approved as a correct record and signed by the Chairman.

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

The Committee considered the report of the Joint Chief Executive seeking to appoint to the Tier 3 Chief Officer roles as part of the #OneTeam Transformation Programme.

In response to a Member question, the Joint Chief Executive confirmed that there had been candidates for the 4 Chief Officer roles. He further advised that a different company had been used for the recruitment process than that used in June.

Responding to a Member enquiry as to whether there had been parity of standards between the recruitment processes undertaken in June and this time around, the Joint Chief Executive responded that the processes had been very similar: interview questions were largely the same; psychometric profiling had not been undertaken this time; however, candidates had instead submitted 5-minute videos as part of the process.

The Joint Chief Executive further advised that the processes in June and September were different in that only internal candidates were invited to apply

for the Chief Officer roles in June as there was the possibility of redundancies; this time around the Council had gone out to the wider, external market; however, internal candidates were also able to apply.

The Joint Chief Executive noted a request from Members that, as part of the #OneTeam Transformation Project work recruitment policy be reviewed and that there should be included within the policy provision for candidates not to reapply for roles within six months of an initial application.

### **EXCLUSION OF THE PRESS AND PUBLIC**

#### **Resolved**

That under Section 100(A)(4) of the Local Government Act 1972 (the Act) the public be excluded from the meeting for the remaining business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

Debate of this item is set out in the exempt appendix to the Minutes.

#### **Resolved**

That Phoebe Barnes be appointed as Director of Assets and Investment. (CE)

(This was unanimously agreed.)

The meeting commenced at 9.30 pm and was adjourned at 10.44 pm.

Chairman .....

Date .....

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

## Chief Officer Appointments Committee – 29 September 2022

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Minutes of the reconvened meeting of the **Chief Officer Appointments Committee** held on **29 September 2022** when there were present:-

Chairman: Cllr S E Wootton  
Vice-Chairman: Cllr Mrs C E Roe

Cllr Mrs C M Mason  
Cllr J R F Mason  
Cllr J E Newport

Cllr I H Ward  
Cllr Mrs V A Wilson

### **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Cllrs G W Myers and Mrs L Shaw.

### **SUBSTITUTES**

Cllr D J Sperring - for Cllr G W Myers  
Cllr A L Williams - for Cllr Mrs L Shaw

### **OFFICERS PRESENT**

J Stephenson - Joint Chief Executive  
S Worthington - Principal Democratic & Corporate Services Officer  
Z Saward - HR Adviser

### **EXCLUSION OF THE PRESS AND PUBLIC**

#### **Resolved**

That under Section 100(A)(4) of the Local Government Act 1972 (the Act) the public be excluded from the meeting for the remaining business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

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

Debate of this item is set out in the exempt appendix to the Minutes.

#### **Resolved**

- (2) That Sarah Bennett be appointed as Director of Customer and Data Insight. (CE)

(This was unanimously agreed.)

The meeting commenced at 8.30 pm and closed at 8.49 pm.

Chairman .....

Date .....