

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

1 PURPOSE OF REPORT

- 1.1 To appoint up to 9 Tier 3 roles as part of the #OneTeam Transformation Programme.
- 1.2 To appoint a Sub-Committee which will comprise part of an interview panel for the selection of a Tier 2 Strategic Director role as part of the #OneTeam Transformation Programme.

2 APPOINTMENT OF TIER 3 ROLES

- 2.1 At the meeting of the Committee on 1 June 2022 it was resolved to appoint a Sub-Committee to act as part of a Member interview panel for the appointment of up to 9 Tier 3 roles as part of the #OneTeam Transformation Programme with Brentwood Borough Council (BBC).
- 2.2 The Member interview process will be undertaken on 15 and 16 June 2022. Members of the interview panel are trained in recruitment and selection best practice.
- 2.3 On 16 June 2022 the Committee and the BBC Staff Appointments Committee will each formally convene to make a decision regarding appointment to the 9 Tier 3 roles. The Committee can only appoint candidates who are already employees of the Council and the BBC Staff Appointments Committee can only appoint candidates who are already employees of BBC. The appointment of the statutory officers (S151 Officer and the Monitoring Officer) will be confirmed at a meeting of the Full Council on 12 July for the Council and 13 July for BBC.

3 SUB-COMMITTEE FOR APPOINTMENT OF STRATEGIC DIRECTOR

- 3.1 A vacancy has arisen for a Strategic Director which is being externally advertised and it is necessary therefore to assemble a Member interview panel. As with the Tier 3 appointment process, the Committee and the BBC equivalent – Staff Appointments Committee - must each convene a Sub-Committee. Both Sub-Committees will then come together to comprise the Member interview panel.
- 3.2 The Council's Sub-Committee shall comprise 5 Members pro-rata to the political alignment of the Council and its Terms of Reference are:
 - To make recommendations in respect of the Tier 2 Strategic Director role to be appointed by the Committee
- 3.3 Pro rata for the Sub-Committee comprises:

- Conservative 3
- Rochford District Residents 1
- Liberal Democrats 1

3.4 Both Sub-Committees must agree on the proposed candidate which they believe should be appointed. Each Sub-Committee needs only to come to a majority decision as to its preferred candidate but both Sub-Committees must agree before the candidate can be recommended for appointment.

3.5 The Committee and the BBC Staff Appointments Committee will then be reconvened to formally appoint the relevant candidate.

3.6 The Member interview panel will conduct interviews on 11 July 2022; times and venue to be advised.

4 RISK IMPLICATIONS

4.1 Creation of a single unified officer team is identified as intrinsic to the Strategic Partnership with BBC and the #OneTeam Transformation Programme.

4.2 It is necessary to appoint candidates jointly with BBC in order to fulfil the ambitions of the Strategic Partnership.

4.3 Any Tier 3 candidates who are not appointed through this process will be dealt with in accordance with the Council's Managing Organisational Change Policy or BBC's Change Management Protocol as appropriate.

5 RESOURCE IMPLICATIONS

5.1 As set out in the 1 June Committee report.

6 LEGAL IMPLICATIONS

6.1 As set out in the 1 June Committee report.

7 EQUALITY AND DIVERSITY IMPLICATIONS

7.1 An Equality Impact Assessment has not been completed as no relevant decision is being made.

8 RECOMMENDATION

8.1 It is proposed that the Committee **RESOLVES**

(1) To appoint the Tier 3 officers as set out in paragraph 2.3 of this report.

(2) To appoint a Sub-Committee to act as a Member interview panel as set out in section 3 of this report.

- (3) That appointments be made on a pro rata basis to the 5 seats on the Sub-Committee.



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Background Papers:-

None.

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