
APPOINTMENT OF STRATEGIC DIRECTOR AND TIER 3 DIRECTORS AS PART OF #ONETEAM TRANSFORMATION PROGRAMME

1 PURPOSE OF REPORT

- 1.1 To appoint a Strategic Director (Tier 2) 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 Tier 3 roles as part of the #OneTeam Transformation Programme.

2 INTRODUCTION

Tier 2 Appointment

- 2.1 At the meeting of the Chief Office Appointments Committee on 16 June 2022, it was resolved to appoint a Sub-Committee to act as part of a Member interview panel for the appointment of a Strategic Director (Tier 2) as part of the #OneTeam Transformation Programme with Brentwood Borough Council (BBC).
- 2.2 The Member interview process will be undertaken on 14 July 2022. Members of the interview panel are trained in recruitment and selection best practice.
- 2.3 On 14 July 2022, the Chief Officer Appointments Committee and the BBC Staff Appointments Committee will each formally convene to make a decision regarding the appointment of a Strategic Director (Tier 2). This appointment will be confirmed at a meeting of Full Council on 26 July 2022 for the Council and 27 July for BBC.

Tier 3 Appointments

- 2.4 After the appointments made by the Chief Officer Appointments Committee on 16 June, vacancies have arisen for the following Tier 3 roles:-
 - Director of Housing
 - Director People and Governance
 - Director of Resource
 - Director of Assets and Investment
 - Director of Customer & Data Insight
- 2.5 These positions will be externally and internally advertised and it is necessary therefore to assemble a Member interview panel as previously convened to undertake the interview process.

- 2.6 The Chief Officer Appointments 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.
- 2.7 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 3 appointments to be appointed by the Committee”.*
- 2.8 Pro rata for the Sub-Committee comprises:-
- | | |
|--------------------------------|---|
| a. Conservative | 3 |
| b. Rochford District Residents | 1 |
| c. Liberal Democrats | 1 |
- 2.9 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.
- 2.10 The Member interview panel will conduct interviews on 21, 22, 23, 26, 27, 28 September 2022, the venue and timings to be confirmed.
- 2.11 The Chief Officer Appointments Committee and the BBC Staff Appointments Committee will then be reconvened at 7.00 pm on 28 September 2022 to formally appoint the relevant candidate.

3 RISK IMPLICATIONS

- 3.1 Creation of a single unified officer team is identified as intrinsic to the Strategic Partnership with RDC 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 costs associated with this selection and appointments process will be met from the overall #OneTeam Transformation Programme budget, the Council's share of which was agreed by Council on 25 January 2022.
- 4.2 Support for the Tier 3 appointment process was originally budgeted at £20k; this will be spent in full. There have also been additional costs of c.£5k incurred to date as part of the appointment process. There will be further recruitment costs incurred in relation to the remaining vacant roles; this will be confirmed at a later date as recruitment proposals are still being finalised.

- 4.3 It is anticipated that these additional costs can be met from within the overall #OneTeam Transformation Programme budget of £600k (£300k for each organisation), which was agreed by Council on 25 January 2022. This would be achieved by moving monies from other budget lines. This will be confirmed once the full costs are known.
- 4.4 There will also be additional recruitment costs associated with the Tier 2 appointment process, which were not originally anticipated at the time the #OneTeam Transformation Programme budget was agreed; these will be shared on a 50/50 basis and funded from existing budgets.

5 LEGAL IMPLICATIONS

- 5.1 Appointment of Chief Officers is defined within Part 3 of the Council's Constitution.
- 5.2 Pro rata for the Sub-Committee comprises:
- Conservative 3
 - Rochford District Residents 1
 - Liberal Democrats 1

6 EQUALITY AND DIVERSITY IMPLICATIONS

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

7 RECOMMENDATION

- 7.1 It is proposed that the Committee **RESOLVES**
- (1) To appoint the Strategic Director (Tier 2) (subject to confirmation of the remuneration package by Full Council).
 - (2) That a Sub-Committee be appointed to act as a Member interview panel, as set out in 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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