

APPOINTMENT OF GROUP DIRECTOR OF NEIGHBOURHOODS & HOUSING

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| <p>APPOINTMENTS SUB-COMMITTEE</p> <p>7 December 2020</p> | <p>CLASSIFICATION:</p> <p>Open with Exempt Appendix</p> <p>By Virtue of Paragraph 1, Part 1 of Schedule 12A of the Local Government Act 1972, Appendix 1 is exempt because it contains information relating to an individual. It is considered that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.</p> |
| <p>WARD(S) AFFECTED</p> <p>N/A</p> | |
| <p>GROUP DIRECTOR</p> <p>Tim Shields, Chief Executive</p> | |

1. SUMMARY:

- 1.1. This report invites the Appointment Sub-Committee to make the following chief officer appointment:
- 1.1.1. Group Director of Neighbourhoods & Housing

2. RECOMMENDATIONS:

2.1 It is recommended:

- That Appointment Sub-Committee proceeds with interviewing candidates for the role of Group Director of Neighbourhoods & Housing.

3. BACKGROUND:

- 3.1. Full Council has delegated responsibility to the Appointments Committee to establish sub-committees for the appointment of chief officers.
- 3.2. The procedure for these appointments is set out in part 4, section 8 of the Council's constitution.
- 3.3. On 10 August 2020, the Chief Executive announced a proposal aiming to streamline the Council's senior management structure from 1 November 2020.
- 3.4. On 21 September the consultation closed for those affected by the proposal. Following this, a Delegated Powers Report outlining changes to the senior management structure from 1 November 2020 was published.
- 3.5. As a result of the restructure, there are two chief officer vacancies. A process for recruitment began 8 October 2020, and interviews will be held week commencing 7 December 2020. These appointments will require a decision by an appointment sub-committee.
- 3.6. On 12 November 2020, the Appointments Committee established the membership of those two sub-committees in anticipation of these decisions being required, and nominated the other members of the Appointments Committee to act as substitutes if needed.
- 3.7. The Appointments Sub-Committee is now required to interview shortlisted candidates for the role of Group Director for Neighbourhoods & Housing and make an appointment. The public and press will be required to leave the meeting prior to the interviews commencing, as discussions will involve the disclosure of exempt information as defined in Schedule 12A of the Local Government Act 1972.
- 3.8. Information pertaining to the shortlisted candidates has been included as exempt appendices to this report, and will be circulated to the Appointments Sub-Committee members to inform the recruitment process.

4. COMMENTS OF THE GROUP DIRECTOR, FINANCE AND CORPORATE RESOURCES

- 4.1 All costs associated with recruitment and remuneration of the Group Directors will be met in line with the service budgets set by Council and Cabinet.

5. COMMENTS OF THE DIRECTOR OF LEGAL

- 5.1 The report sets out the decision required of the Appointment Sub-Committee, in line with the requirements of Officer Employment Procedure Rules, as outlined in part 4, section 8 of the constitution. This procedure is to be applied when appointing chief officers to permanent positions. The constitution states that an Appointments Sub-Committee must include one Cabinet Member. Other councillors can be invited to participate in the interview process as observers, but the final decision will rest with the appointment sub-committee.

APPENDICES

Appendix 1 - Final Shortlisted Candidate Recruitment Packs

(By Virtue of Paragraph 1, Part 1 of Schedule 12A of the Local Government Act 1972, Appendix 1 is exempt because it contains information relating to an individual. It is considered that the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

BACKGROUND PAPERS

No background papers have been relied upon for the drafting of this report.

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