

Staffing Committee

26 March 2024

Appointment of Corporate Director – Assets & Regeneration (A&R)

For Decision

Joint Portfolio Holders:

Cllr A Parry, Assets and Property
Cllr S Gibson, Economic Growth and Levelling up.

Local Councillor(s): All

Executive Director: J Briton, Executive Lead for Place

Report Author: Emma Harris-Cormack
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Report Status: Public

Brief Summary:

Consideration to appoint a Corporate Director for Assets & Regeneration following interviews.

Recommendation:

To endorse the interview panel's recommendation for the appointment of a Corporate Director for Assets & Regeneration on a permanent basis.

Reason for Recommendation:

As required by our constitution, the role of Corporate Director for Assets & Regeneration requires the approval of the Staffing Committee.

1. **Executive Summary**

- 1.1 The post of Corporate Director for Assets & Regeneration forms part of the Place Senior Leadership Team and reports directly into the Interim Lead for Place. This post has been vacant since September 2023, the post is key to continuing to

drive the pace of improvement in the councils Property, Assets, and Regeneration services.

2. Financial Implications

- 2.1. The post will be paid at Corporate Director salary level. The funding of this post will be covered from the Place Directorate base budget.

3. Climate Implications

None

4. Well-being and Health Implications

None

5. Other Implications

None

6. Risk Assessment

- 6.1 Having considered the risks associated with this decision; the level of risk has been identified as:

Current Risk: Medium

Residual Risk: Low

7. Equalities Impact Assessment

The post has been recruited to in accordance with the council's equality and diversity policies.

8. Appendices

None

9. Background Papers

None

10. Appointment Process for Corporate Director for Assets & Regeneration

- 10.1 The recruitment was managed internally by the Recruitment & attraction team. It was promoted internally and externally and has been promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.

10.2 Twenty-four applications were received for the role, which were initially shortlisted by two members of the Recruitment and Attraction team to seven candidates. These seven candidates were taken to a shortlisting panel consisting of Cllr S Flower, Cllr A Parry, Cllr S Gibson, Cllr S Bartlett, Jan Britton and Emma Harris-Cormack HR. The outcome of this informed us that four candidates were invited to participate in a formal interview and selection programme.

The formal selection programme consisted of four separate elements: an informal discussion with Cllr S Gibson, a technical exercise, a stakeholder discussion, and a formal interview panel including Councillors.

10.3 The panel members listed below participated in a face-to-face formal interview on 26th March 2024.

The Member Panel consisted of:

- Cllr S Flower
- Cllr A Parry
- Cllr S Bartlett
- Jan Britton Interim Lead for Place
- Emma Harris-Cormack HR Business Partner.

10.5 As a result of the interview and selection process, the Formal Panel wish to make a recommendation to the Staffing Committee for the appointment of one of the candidates to the post of Corporate Director for Assets & Regeneration.