



## Staffing Committee

**Date:** Tuesday, 12 November 2019  
**Time:** 10.30 am  
**Venue:** Committee Room 2, County Hall, Dorchester, DT1 1XJ

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**Chief Executive:** Matt Prosser, South Walks House, South Walks Road, Dorchester, Dorset DT1 1UZ (Sat Nav DT1 1EE)

**For more information about this agenda please telephone Fiona King 01305 224186 - [fiona.king@dorsetcouncil.gov.uk](mailto:fiona.king@dorsetcouncil.gov.uk)**

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1. **APPOINTMENT OF CORPORATE DIRECTOR FOR CARE AND PROTECTION**

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To consider a recommendation from a recent interview process to confirm the appointment of the Corporate Director for Care and Protection.

Please ask for:

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Date of Meeting: 12<sup>th</sup> November 2019

Lead Member: Cllr Andrew Parry – Portfolio Holder for Children, Education & Early Help

Lead Officer: Chief Executive

Executive Summary:

The post of Corporate Director – Care & Protection in Children's Services for Dorset Council was recently advertised, and the selection process concluded on Monday 4 November. This is a Deputy Chief Officer role and as such the Staffing Committee is required to approve the appointment.

Equalities Impact Assessment: Not applicable

Budget: Children's Services

Risk Assessment:

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

Current Risk of Appointment: Not applicable

Residual Risk of Appointment: Not applicable

However, the risk of not appointing to this role is moderate to high, given the transformation and service improvement work ongoing in Children's Services, to which this role is pivotal.

Other Implications:

Recommendation:

That following an extensive recruitment and selection process, **Alison Montgomery** is appointed to the post of Corporate Director – Care & Protection for Children's Services in Dorset Council.

Reason for Recommendation:

The post is a Deputy Chief Officer post for Dorset Council and as such requires the approval of the Staff Committee.

Appendices: Job Description & Person Specification

Background Papers:

Officer Contact

Name: Veronique Moorcroft

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**Corporate Director – Care & Protection Appointment**

1. Advertising and Shortlisting Process

- a. The position was advertised from 27<sup>th</sup> September to 17<sup>th</sup> October inclusive, by the Search & Selection Agency Tile Hill on a microsite and was included online in the Management Journal and on Dorset4U.
- b. Of the 9 applications received, 7 met the essential criteria and were circulated and shortlisting took place on 18<sup>th</sup> October.
- c. Technical Interviews were held on 22<sup>nd</sup> October with the involvement of Tile Hill, Theresa Leavy (Technical Consultant to Children's Services) and Sarah Parker, Executive Director of People – Children.
- d. Following Technical Interviews, it was agreed that 3 candidates were to be invited to interview.
- e. All 3 candidates attended the selection event (please see section 3 below).

2. Assessment Process

- a. All candidates were asked to complete an OPQ (Occupational Personality Questionnaire) online ahead of the selection event, and all did so. The reports generated by these was analysed by the trained Principal HR Advisor and the Formal Interview Panel were briefed by that adviser on the selection day.
- b. All candidates were also asked to prepare and deliver a Digital Challenge using the below brief, and this was submitted ahead of the event. All candidates completed this. This was assessed by the Communications team and feedback and scoring was delivered to the Formal Panel on the selection day. The panel also viewed each of the applicants' vlog submission on the following scenario: -
  - 'Using your smartphone (or other suitable device) please record a short video blog (two minutes maximum) addressed to colleagues in your future teams to inspire and encourage them to embrace digital design and technology to improve Children's Services and wider services across Dorset Council.'

3. Selection Day and Process

- a. The Selection Event took place on 4<sup>th</sup> November 2019 at South Walks House, Dorchester, Dorset.
- b. The day consisted of 5 panels/activities:
  - Formal Interview Panel
  - Stakeholder Panel

- Employee Panel
  - Service User Panel
  - OPQ Feedback
- c. Each candidate met with each panel for 45 – 50 minutes and were assessed against the Job Description and Person Specification to assess suitability for the role.
- d. The Panel members are listed below and consist of Dorset Council officers and Elected Members, alongside external stakeholders as set out below.
- Formal Interview Panel:
    1. Sarah Parker – Executive Director of People - Children
    2. Cllr Andrew Parry – Portfolio Holder
    3. Cllr Andrew Kerby – Elected Member
    4. Veronique Moorcroft – HR Business Partner, Children’s Services
    5. Anthony Lewis – Director, Tile Hill (Adviser to panel)
  - Stakeholder Panel
    1. Cllr Toni Coombs – Elected Member
    2. Cllr Jane Somper – Elected Member
    3. Martin Hill – Foster Carer
    4. Ben Hargreaves – Chief Superintendent, Dorset Police
  - Employee Panel (Children’s Services)
    1. Maggie Aldwell
    2. Rosalind Padgett
    3. Graeme Trott
    4. Jenny Hart - Unison
    5. Bridget Downton - Business Intelligence & Corporate Comms
  - Service User Panel
    1. Care Leaver
    2. Care Leaver
    3. Ann Haigh – Facilitator, Participation People
  - OPQ Assessment and Feedback
    1. Anna Lake, HR
- e. By the end of the Selection Event day, the Formal Interview Panel had received the feedback from each of the above panels, as well as the Digital Challenge feedback. The Panel then deliberated before agreeing a recommended candidate to put to the Staffing Committee.
- f. In the event that this appointment is not ratified, no other candidate was appointable, and the Selection and Appointment process will need to recommence.

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