



## Staffing Committee

**Date:** Monday, 24 July 2023  
**Time:** 4.30 pm  
**Venue:** Committee Room 2, County Hall, Dorchester, DT1 1XJ

**Members (Quorum )**

Jill Haynes, Howard Legg and Ray Bryan

**Chief Executive:** Matt Prosser, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic Services Meeting Contact 01305 252234 - [kate.critchell@dorsetcouncil.gov.uk](mailto:kate.critchell@dorsetcouncil.gov.uk)

Members of the public are welcome to attend this meeting, apart from any items listed in the exempt part of this agenda.

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### Agenda

Item		Pages
1.	<b>APOLOGIES</b>	
	To receive any apologies for absence.	
2.	<b>DECLARATIONS OF INTEREST</b>	
	To disclose any pecuniary, other registrable or non-registrable interests as set out in the adopted Code of Conduct. In making their decision councillors are asked to state the agenda item, the nature of the interest and any action they propose to take as part of their declaration.	
	If required, further advice should be sought from the Monitoring Officer in advance of the meeting.	
3.	<b>CORPORATE DIRECTOR FOR TRANSFORMATION INNOVATION, DIGITAL &amp; ENVIRONMENT</b>	3 - 6
	To consider a recommendation from the Interview Panel for the	

position of Corporate Director for Transformation Innovation, Digital & Environment.

**4. URGENT ITEMS**

To consider any items of business which the Chairman has had prior notification and considers to be urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The reason for the urgency shall be recorded in the minutes.

**5. EXEMPT BUSINESS**

To move the exclusion of the press and the public for the following item in view of the likely disclosure of exempt information within the meaning of paragraph x of schedule 12 A to the Local Government Act 1972 (as amended).

The public and the press will be asked to leave the meeting whilst the item of business is considered.

**There is no scheduled business for this meeting.**

## Staffing Committee

24 July 2023

## Appointment of Corporate Director – Transformation, Innovation, Digital and Environment (TIDE)

### For Decision

**Joint Portfolio Holders:**

Cllr R Bryan, Highways, Travel and Environment      Cllr J Haynes, Corporate  
Development and Transformation

**Local Councillor(s):** All

**Executive Director:** A Dunn, Executive Director, Corporate Development

Report Author:                      Heather Williamson  
Title:                                      HR Business Partner  
Tel:                                        01305 252381  
Email:                                    heather.williamson@dorsetcouncil.gov.uk

**Report Status:** Public

**Brief Summary:**

Consideration to appoint a Corporate Director for TIDE following interviews.

**Recommendation:**

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

**Reason for Recommendation:**

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

1.      **Executive Summary**

- 1.1     The post of Corporate Director for TIDE forms part of the Corporate Development Senior Leadership Team and reports directly into the Executive Director of Corporate Development. The post of Corporate Director for TIDE. The post of Corporate Director for TIDE is an amalgamation of the former post of Corporate

Director for Transformation, Innovation and Digital (TID) and the fixed term post of Corporate Director for Climate and Ecological Sustainability. This arrangement has been trialled since April 2023 when Corporate Director for TID role became vacant.

**2. Financial Implications**

- 2.1 The post will be paid at Corporate Director salary level. The funding of this post is incorporated into the base budget for the Directorate.

**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 TIDE**

- 10.1 The role has been promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.

- 10.2 24 number of applications were received for the role and these were shortlisted to 6 candidates to participate in pre selection interview. The outcome of this will dictate the number of candidates who will be invited to participate in a formal interview and selection programme.
- 10.3 The formal selection programme consisted of three different elements: formal interview panel including Councillors, stakeholder interview panel and an employee panel.
- 10.4 The panel members listed below participated in a face-to-face formal interview on 24 July 2023.

The Member Panel consisted of:

- Cllr R Suttle
- Cllr J Haynes
- Cllr H Legg
- Aidan Dunn, Executive Director for Corporate Development
- Christopher Matthews, Head of HR

- 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 TIDE.

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