

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

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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.