

Staffing Committee

12 December 2023

Appointment of Executive Director of People - Adults and Housing

For Decision

Portfolio Holder: Cllr J Somper, Portfolio Holder for People – Adult Social Care, Health & Housing

Local Councillor(s): All

Executive Director: Matt Prosser – Chief Executive

Report Author: Paul Loach

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Report Status: Public

Brief Summary: The current Executive Director has decided to leave Dorset Council at the end of March 2024 to explore a number of new opportunities both personally and professionally. A recruitment and selection process for the Executive Director role is complete and we wish to appoint a candidate with Staffing Committee's approval.

Recommendation: To consider the interview panel's recommendation for the permanent appointment of the Executive Director of People - Adults and Housing.

Reason for Recommendation: As required by our constitution, the role of Executive Director of People - Adults and Housing requires the approval of the Staffing Committee.

1. Executive Summary

- 1.1 The post of Executive Director of People - Adults and Housing leads the Adults and Housing Directorate Senior Leadership team and reports to the Chief Executive. Three Corporate Directors report to the Executive Director, namely the Corporate Director of Housing, the Corporate Director of Adults Commissioning, and the Corporate Director of Adult Social Care.

2. Financial Implications

- 2.1 Costs will be managed within budget and the postholder will be paid at a Corporate Director salary level.

3. Wellbeing and Health Implications

None

4. Climate 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: Low
Residual Risk: Low

7. Equalities Impact Assessment

- 7.1 This post has been recruited to according to the council's equality and diversity policies.

8. Appendices

None

9. Background papers

None

10. Recruitment

10.1 The recruitment for the Executive Director of People - Adults and Housing, was managed internally by the Recruitment & Attraction team. In line with Chief Officer recruitment protocol, it was advertised both internally and externally concurrently for three weeks. The vacancy was posted in the Municipal Journal and on their website, on the Guardian job site, using Indeed and the Dorset Council job site.

10.2 A microsite was created on the Dorset Council careers pages and the vacancy was promoted on social media, specifically LinkedIn, using targeted promotion, targeting the people potentially looking at roles at this level and with a Social Care and Housing background. Thirty applications were received which were initially shortlisted by two members of the Recruitment and Attraction team. Shortlisting was subsequently opened to the shortlisting panel who decided four candidates would be taken forward to interview.

11. Appointment process for Executive Director of People - Adults and Housing

11.1 The formal selection programme consisted of four different elements: the formal interview panel, an external stakeholder interview panel, an internal stakeholder panel and an interview panel of people with lived experience.

11.2 The formal interview panel's membership consisted of:

- Cllr Jane Somper – Portfolio Holder for People – Adult Social Care, Health & Housing
- Cllr Simon Gibson - Portfolio Holder for Economic Growth and Levelling Up
- Cllr Beryl Ezzard

- Matt Prosser – Chief Executive
- Chris Matthews – Head of Human Resources

- 11.3 The external stakeholder interview panel included representatives from the community including Dorset Police, NHS ICB, The Lantern Trust, Dorset County Hospital, DBCP Safeguarding Board and the Dorset Care Association.
- 11.4 The internal interview panel consisted of a combination of Councillor and senior representatives from Finance, Place, Public Health and Childrens.
- 11.5 The panel of people with lived experience asked questions of the candidates from a service user perspective.
- 11.6 As a result of the interview and selection process, the Formal Interview Panel wish to make a recommendation to the Staffing Committee for the appointment of one of the candidates to the post of Executive Director of People - Adults and Housing.