

Staffing Committee

12 December 2023

Appointment of Interim Executive Lead for Place

For Decision

Portfolio Holder: Cllr Ray Bryan, Portfolio Holder for Highways, Travel & Environment
Cllr Andrew Parry, Portfolio Holder for Assets & Property

Local Councillor(s): All

Lead Officer: Matt Prosser, Chief Executive

Report Author: Chris Matthews
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Report Status: Public

Recommendation: To consider the interview panel's recommendation for the appointment of the Interim Executive Lead for Place.

Reason for Recommendation: As required by our constitution, the role of Executive Lead for Place requires the approval of the Staffing Committee, as it is a Chief Officer role within the Council.

1. Executive Summary

- 1.1 The current Executive Director has decided to leave Dorset Council on 3 January 2024. A recruitment and selection process for an Interim Executive Lead has been completed and we wish to appoint a candidate with Staffing Committee's approval.

- 1.2 To ensure continuity of leadership and a smooth transition from the current Executive Director leaving to beyond the elections in the New Year, the Chief Executive and Portfolio Holders decided that the council should appoint an Executive Lead on an interim basis, with recruitment to the role on a permanent basis proceeding after the elections.

2. Financial Implications

- 2.1 Costs will be managed within budget.

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 of the Interim Executive Lead role was completed through our Agency Neutral Vendor, Comensura, who advertised the role to a large number of agencies who put forward relevant CVs of experienced candidates.
- 10.2 36 CVs were received in total, from a range of agencies. These were shortlisted down to 4 candidates who were invited for interview.

11. Appointment process for Executive Lead for Place

- 11.1 When the Council is appointing an Executive Director on a regular contract of employment our usual approach is for the whole Staffing Committee to interview candidates and to then make the appointment decision. In this instance, as the appointment is of an interim nature and there was a need to proceed swiftly with an interview, arrangements were made for an online interview process.
- 11.2 The interview panel consisted of:
- Cllr Ray Bryan, Portfolio Holder for Highways, Travel & Environment
 - Cllr Andrew Parry, Portfolio Holder for Assets & Property
 - Matt Prosser – Chief Executive
 - Chris Matthews – Head of Human Resources
- 11.3 As a result of the interviewing process, the panel is making a recommendation to the Staffing Committee for the appointment of Jan Britton as Interim Executive Lead for Place. The Monitoring Officer supports this approach.