

# Staffing Committee

12 December 2023

## Appointment of Interim Corporate Director for Commissioning & Partnerships, Children's Services

### For Decision

<b>Portfolio Holder:</b>	Cllr Bryon Quayle – Portfolio Holder for People – Children, Education, Skills & Early Help
<b>Local Councillor(s):</b>	All
<b>Executive Director:</b>	Theresa Leavy, Executive Director for Children's Services

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 Corporate Director for Commissioning & Partnerships in the Children's Services directorate.

**Reason for Recommendation:** As required by our constitution, the role of Corporate Director for Commissioning & Partnerships requires the approval of the Staffing Committee, as it is a Chief Officer role within the Council.

#### 1. Executive Summary

- 1.1 The current Corporate Director for Commissioning & Partnerships has decided to leave Dorset Council on 31 December 2023, following her successful application for the role of Director for Children's Service in North Somerset Council. A recruitment and selection process for an Interim Corporate Director 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, the Executive Director and Portfolio Holder have decided that the council should appoint a Corporate Director on an interim basis for 6 months, with recruitment to the role on a permanent basis proceeding in the New Year.

## **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 Corporate Director role was completed using a reputable agency, who undertook an exercise to promote the role and identify potential candidates.

10.2 CVs were received, and these were shortlisted down to 5 candidates, who were invited for interview.

## **11. Appointment process for Corporate Director for Commissioning & Partnerships**

11.1 When the Council is appointing a Corporate 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 Five candidates were initially interviewed by Theresa Leavy, Executive Director for Children's Services, with one candidate identified as appointable.

11.3 A further interview with the preferred candidate was then held involving Cllr. Bryon Quayle, Portfolio Holder for People – Children, Education, Skills & Early Help.

11.3 As a result of the interviewing process, the Portfolio Holder and Executive Director are making a recommendation to the Staffing Committee for the appointment of Elizabeth Saunders, as the Interim Corporate Director for Commissioning & Partnerships. The Monitoring Officer supports this approach.