

# Staffing Committee

17 April 2024

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

### For Decision

**Portfolio Holder:** Cllr B Quayle, Children, Education, Skills and Early Help

**Local Councillor(s):** All

**Executive Director:** T Leavy, Executive Director of People - Children

Report Author: Lateefah Sulaiman

Job Title: HR Business Partner (Childrens Services)

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**Report Status:** Public (the exemption paragraph is N/A)

### Brief Summary:

Consideration to appoint a permanent Corporate Director for Commissioning & Partnerships following interviews.

### Recommendation:

To approve the interview panel's recommendation for the appointment of a Corporate Director for Commissioning & Partnerships on a permanent basis 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 position of Corporate Director for Commissioning & Partnerships is an integral part of the Children's Senior Leadership Team and directly reports to the Executive Director of Children's Services. The former Corporate Director for Commissioning & Partnerships concluded her tenure at Dorset Council on December 31, 2023, having secured the role of Director for Children's Service at North Somerset Council through a successful application process. To ensure a seamless transition and maintain leadership continuity, an interim Corporate Director was appointed for a period of 6 months. This role is pivotal in sustaining the momentum of improvement within the council's Children's commissioning and partnerships services and is now being filled on a permanent basis.

## **2.0 Appointment Process for Corporate Director for Commissioning & Partnerships**

2.1 The role was advertised externally from 07 March - 7 April 2024. It was promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.

2.2 Nine applications were submitted for the position. Subsequently, a shortlisting panel convened on April 8, 2024, comprising Cllr B Quale, Theresa Leavy, and Lateefah Sulaiman from HR. Following shortlisting, it was determined that five candidates would be invited to a formal interview and selection process.

2.3 The formal selection programme consisted of four separate panels: a stakeholder panel, a staff panel; a children and young people's panel and a member formal interview panel including Councillors.

2.4 The panel members listed below participated in a face-to-face formal interview on 17 April 2024. The Member Panel consisted of:

Cllr Byron Quale  
Cllr Mark Roberts  
Cllr Stella Jones  
Theresa Leavy, Executive Director  
Lateefah Sulaiman, HR Business Partner

2.5 The Stakeholder Panel includes Lisa Cotton (Dorset Council), Julie Howe (Police), Sarah Howard (Health), Miriam Leigh (Education), Jon Sloper (Help & Kindness) and Lesley Mellor (DPCC)

2.6 A Children and Young Panel provided invaluable feedback.

2.7 As a result of the interview and selection process, the Formal Panel are making a recommendation to the Staffing Committee for the appointment of one of the candidates to the post of Corporate Director for Commissioning & Partnerships.

### **3.0 Financial Implications**

The post will be paid at Corporate Director salary level and costs will be managed within budget.

### **4.0 Natural Environment, Climate & Ecology Implications**

None

### **5.0 Well-being and Health Implications**

None

### **6.0 Other Implications**

None

### **7.0 Risk Assessment**

7.1 Having considered the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

### **8.0 Equalities Impact Assessment**

The post has been recruited to in accordance with the council's equality and diversity policies.

### **9.0 Appendices**

None

### **10.0 Background Papers**

None