

T18 Senior Management Recruitment Process Options

Week No

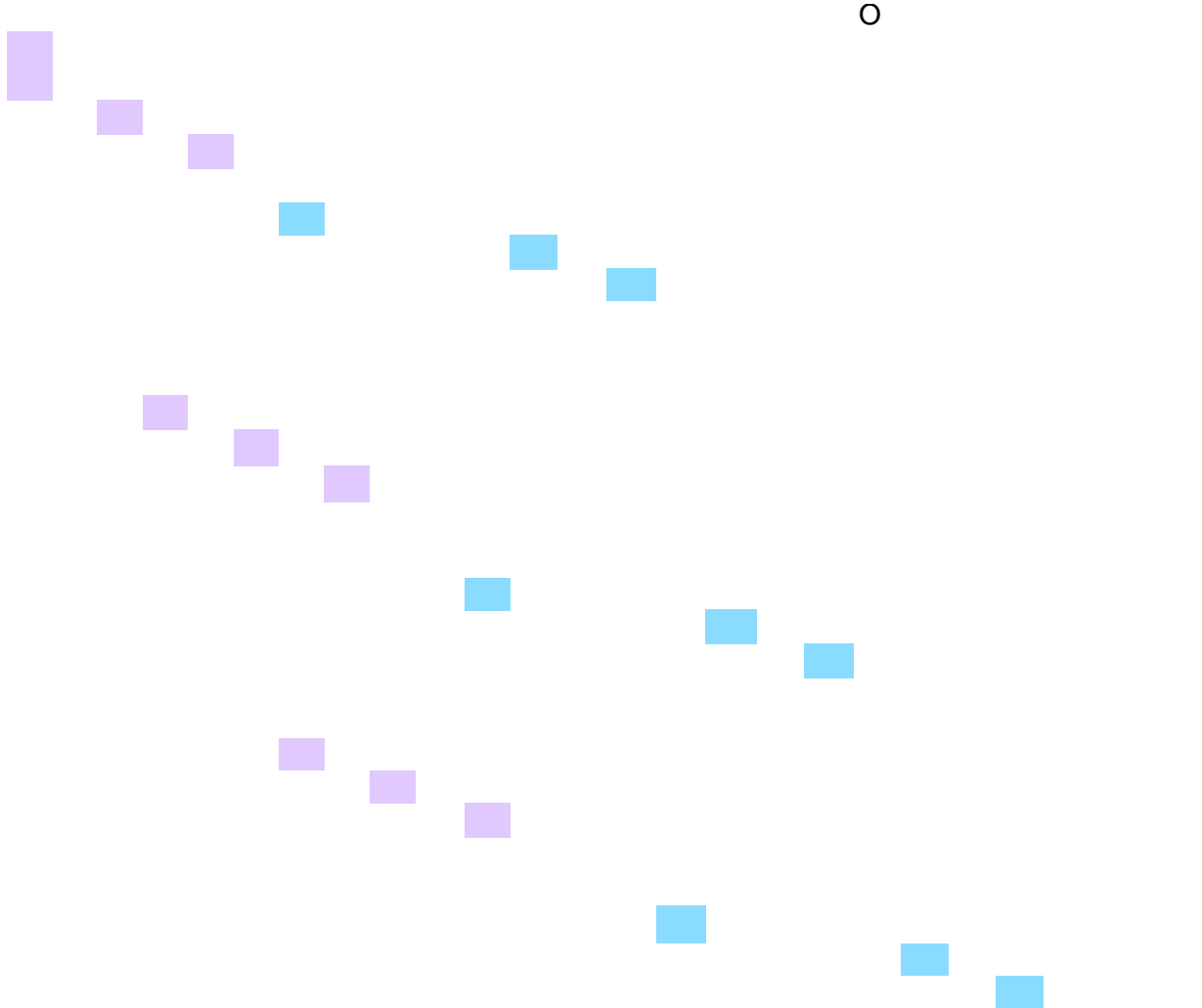
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Option1 Internal appointments, cascaded

Advertise Head of Paid Service
 Advertise Director Service Delivery
 Shortlist
 Interview and Appoint Or
 Go out to external competition
 Advertise
 Shortlist
 Interview and appoint

Then
 Heads of Service
 Advertise internally
 Shortlist
 Interview and appoint
 Or
 External competition
 Advertise
 Shortlist
 Interview and appoint

Then Lead roles
 Advertise internally
 Shortlist
 Interview and appoint
 Or
 External competition
 Advertise
 Shortlist
 Interview and appoint



Option 2 Open Competition

Advertise Head of Paid Service/Director Strategy

Advertise Director Service Delivery

Shortlist

Interview and appoint

Advertise Heads of Service

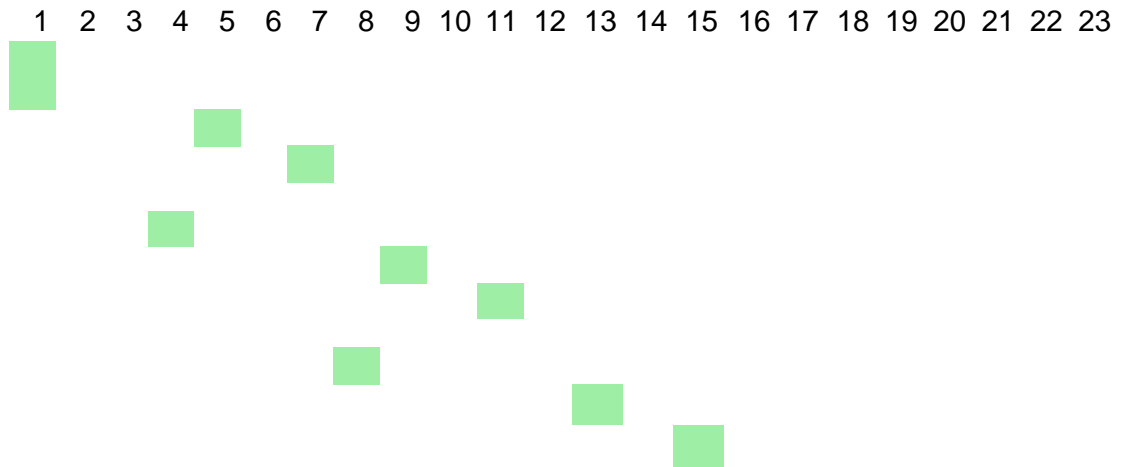
Shortlist

Interview and appoint

Advertise Lead roles

Shortlist

Interview and appoint



Option 3 mixed approach

Timescales fall within options 1 and 2