

**NOT FOR PUBLICATION**

**Exempt information – Paragraph 1: Information relating to any individual and Paragraph 2: information which is likely to reveal the identity of an individual – applies to Appendix A.**

AGENDA  
ITEM

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**WEST DEVON BOROUGH COUNCIL**

AGENDA  
ITEM

**10**

<b>NAME OF COMMITTEE</b>	<b>Council</b>
<b>DATE</b>	<b>7 October 2014</b>
<b>REPORT TITLE</b>	<b>APPOINTMENT OF EXECUTIVE DIRECTOR</b>
<b>REPORT OF</b>	<b>Leader on behalf of the Member Selection Panel</b>
<b>WARDS AFFECTED</b>	<b>All</b>

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**Summary of report:**

To consider a report that recommends the appointment of the Executive Director - Service Delivery & Commercial Development.

**Financial implications:**

Members previously agreed a salary range of £88,000 to £96,000 for the Director posts and the recommended salary for the successful candidate is contained in Appendix A.

**RECOMMENDATION:**

That Council RESOLVES to agree the appointment of the recommended successful candidate for the position of Executive Director - Service Delivery & Commercial Development as detailed in Appendix A.

**Contact:**

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**1. BACKGROUND**

- 1.1 During Autumn 2013 both Councils agreed to adopt the new T18 operating model in order to deliver services in a more efficient way. On 24<sup>th</sup> June Members resolved that an Executive Director model be operated with one Director responsible for Strategy and Commissioning and one for Service Delivery and Commercial Development, with the former also being the Head of Paid Service.

- 1.2 At its meeting on 24<sup>th</sup> June the Council also agreed that the appointment of the two Directors should be recommended by a Member Panel of six, three from West Devon and three from South Hams. As such a panel comprising Cllrs Sanders, Ridgers, Sampson, Tucker, Hicks and Ward was established.
- 1.3 Six candidates were shortlisted and all Members from both Councils had the opportunity to meet with them on Thursday 11<sup>th</sup> September as part of a rigorous selection process.
- 1.4 The process consisted of a range of assessments, a presentation and a formal interview. The Member Panel was supported by a Chief Executive from an authority outside of the south west area and an independent HR advisor.
- 1.5 On Friday 12 September the Selection Panel formally interviewed all six candidates and the recommendation for appointment is attached at Appendix A.
- 1.6 The panel is currently unable to recommend an appointment to the post of Executive Director - Strategy & Commissioning & Head of Paid Service. An offer was initially made to one of the candidates but for personal reasons the individual has declined.
- 1.7 The panel will now reconvene to discuss options and consider the way forward.

## **2. FINANCIAL IMPLICATIONS**

- 2.1 Members previously agreed a salary range of £88,000 to £96,000 for the Director posts and the recommended salary for the successful candidate is contained in Appendix A.

## **3. LEGAL IMPLICATIONS**

- 3.1 The reason the report is before Council is that the Constitution requires that Council appoints the Director.
- 3.2 There is sensitive information relating to an individual in this report, there are grounds for Appendix A of the report's publication to be restricted, and considered in Exempt session. Having applied the public interest test, it is felt that the public interest lies in non-disclosure due to the personal data contained in the Appendix. Accordingly Appendix A contains exempt information as defined in Paragraphs 1 and 2 of Schedule 12A to the Local Government Act 1972

## **4. RISK MANAGEMENT**

- 4.1 The risk management implications are shown at the end of this report in the Strategic Risk Template:

## **5. OTHER CONSIDERATIONS**

<b>Corporate priorities engaged:</b>	All
<b>Considerations of equality</b>	None directly arising from this report

<b>and human rights:</b>	
<b>Biodiversity considerations:</b>	None directly arising from this report
<b>Sustainability considerations:</b>	None directly arising from this report
<b>Crime and disorder implications:</b>	None directly arising from this report
<b>Background papers:</b>	Council Report and appendices 24 <sup>th</sup> June 2014
<b>Appendices:</b>	Appendix A – Appointment of Executive Director

## STRATEGIC RISKS TEMPLATE

No	Risk Title	Risk/Opportunity Description	Inherent risk status				Mitigating & Management actions	Ownership
			Impact of negative outcome	Chance of negative outcome	Risk score and direction of travel			
1	Delay in agreeing the appointment of Executive Directors	Deferral or refusal to accept the recommended appointment may lead to delays in other elements of the T18 programme. The recruitment process has resulted in an increase in severance costs than was initially anticipated	4	3	12	↑	<p>Rigorous selection process with Member Panel and professional support from IESE ensures that suitable candidates are recommended</p> <p>Increased costs will be modelled in future updates of the T18 business case</p>	<p>Lead Members</p> <p>Lead Members Head of Paid Service</p>

Direction of travel symbols ↓ ↑ ↔