

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 only.

AGENDA
ITEM

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WEST DEVON BOROUGH COUNCIL

AGENDA
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NAME OF COMMITTEE	Council
DATE	9 December 2014
REPORT TITLE	Appointment of Executive Director
REPORT OF	Leader og the Council on behalf of the Member Selection Panel
WARDS AFFECTED	All

Summary of report:

To consider a report that recommends the appointment of the Executive Director – Strategy and Commissioning and Head of Paid Service.

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 - Strategy and Commissioning and Head of Paid Service 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 19th 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 24th June the Council also agreed that the appointment of the two Directors should be recommended by a Member Panel.
- 1.3 Following a rigorous selection process in September, an appointment was made to the post of Executive Director - Service Delivery and Commercial Development. However, the Member Panel was unable to recommend an appointment to the post of Executive Director - Strategy & Commissioning & Head of Paid Service.
- 1.4 The Member Panel, comprising of Cllrs Tucker, Hicks, Ward, Sanders, Ridgers, and Sampson, supported by a Chief Executive from an authority outside of the south west area and an independent HR advisor, interviewed four new candidates for the role on Tuesday 25 November. The selection process consisted of a range of assessments, a presentation and a formal interview and included an opportunity for all Members to meet the candidates.
- 1.4 The recommendation of the Selection Panel for appointment is attached at Appendix A.

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

Corporate priorities engaged:	All
Considerations of equality and human rights:	None directly arising from this report
Biodiversity considerations:	None directly arising from this report
Sustainability considerations:	None directly arising from this report

Crime and disorder implications:	None directly arising from this report
Background papers:	Council Report and appendices 24 th June 2014 and 7 th October 2014
Appendices:	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 Director	Deferral or refusal to accept the recommended appointment may lead to delays in other elements of the T18 programme and the requirement to retain the Executive Director (Communities) beyond the agreed date of termination to provide senior management capacity and carry out statutory duties of Head of Paid Service.	4	3	12	↑	Rigorous selection process with Member Panel and professional support from IESE ensures that suitable candidates are recommended	Lead Members

Direction of travel symbols ↓ ↑ ⇄