

## **RECRUITMENT OF STRATEGIC DIRECTOR – PLACE OPERATIONS AND SUSTAINABILITY**

### **1. RECOMMENDATIONS**

1.1 That the Council agrees:-

- (a) The Strategic Director's pay band as set out at paragraph 3.2;
- (b) External recruitment is the preferred recruitment and selection process;
- (c) That an Appointment Panel be authorised to undertake the selection process as set out in section 4 and in accordance with the Council's Constitution;

The appointment panel will comprise:

- Leader of the Council
- Deputy Leader of the Council
- Chief Executive
- Leader of the Opposition
- Two relevant Portfolio Holders to be determined by the Leader of the Council

### **2. INTRODUCTION**

2.1 The Chief Executive has undertaken a review of the Leadership team. After a robust consultation process the decision has been taken to move from four Executive Heads to three Strategic Directors.

2.2 This will enable the council to align itself to the corporate priorities and be in a good position to meet the challenges of the future. It would also give renewed focus to the Strategic Leadership Team.

2.3 Two of the Strategic Director positions will be filled by internal candidates using the natural successor criteria with the council's agreed policies.

2.4 There is no natural successor to the position of Strategic Director – Place, Operations and Sustainability.

### **3. DECISION TO APPOINT**

3.1 The position of Strategic Director will be a permanently established post. A review by an independent pay consultant has been undertaken to establish a suitable positioning for the three Strategic Director posts within the Councils existing salary structure.

3.2 The proposed pay band is set out below. It is proposed that the salary set out is offered, with progression through spinal column points 74 – 76 based on good performance. Spinal Column Points 77 and 78 are performance points and are available based on excellent performance in relation to operational objectives.

Spinal column point	Salary
74	£89,216
75	£91,842
76	£94,584
77	£97,437
78	£100,358

- 3.3 It is proposed that the new Strategic Director is appointed on the terms and conditions agreed following an external selection process.
- 3.4 The successful candidate would be eligible for relocation expenses under the councils existing policy subject to meeting the relevant criteria.
- 3.4 The Council will ultimately be responsible for approving the appointment of the Strategic Director.

#### **4. SELECTION PROCESS**

- 4.1 On the basis that a selection process will need to be undertaken it is necessary to agree what that process will be.
- 4.2 It is recommended that the Council undertakes an external selection process to ensure that we attract the best candidates from the widest possible field and that we engage the services of an Executive Search Agency.
- 4.3 The Executive Search Agency would be asked to assist with the initial recruitment and selection stages. It is important that due regard is taken of all the employment legislation surrounding recruitment including equal opportunities legislation.
- 4.4 It is anticipated that the Executive Search Agency will assist in the initial shortlisting and will provide the panel with the final 4 to 6 applicants recommended for interview.
- 4.5 It is proposed that an Appointment Panel will be convened as set out in 1.1(c) above. The Panel will be supported by the Service Manager – Human Resources. The Panel will make a recommendation to the Council.

#### **5. EQUALITY AND DIVERSITY IMPLICATIONS**

- 5.1 As noted in 3.2 above, external recruitment will ensure that we attract candidates from the widest possible field.
- 5.2 The use of an Executive Search Agency will ensure that all equality legislation is fully adhered to as these agencies follow strict codes of practice in this regard.

#### **6. FINANCIAL IMPLICATIONS**

- 6.1 The proposed restructure, going from four Executive Heads to three Strategic Directors, will result in an estimated saving in the region of £113,000 per annum.
- 6.2 The investment in senior leadership through this review will require funding of up to £200,000 per annum to be included within the Council's Medium Term Financial Plan. The wider leadership team of the Council will all be clear on the role they will play in delivering a modern and transformed Council, including the delivery of

necessary savings and income required to balance the Council's budget over the medium term. Any one-off redundancy costs arising as a result of this review will be funded by accrued reserves.

**For further information please contact**

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