

OPEN - Report

NOT FOR PUBLICATION - Appendix 1

By virtue of paragraph(s) 1 and 2 of Part 1 Schedule 1 of the Local Government Act 1972.

Appointments Committee

2 August 2024

Recruitment and Selection for post of Executive Director Place

Report of: Rob Polkinghorne, Chief Executive

Report Reference No: AP/02/24-25

Ward(s) Affected: All

Purpose of Report

- 1 To update on the recruitment and selection arrangements for the post of Executive Director Place.
- 2 To provide a shortlist of candidates for final assessment as part of the recruitment and selection to the post of Executive Director Place.
- 3 The report contributes to the delivery of Council services through the recruitment to a key vacant senior management post.

Executive Summary

- 4 The report provides an update on the current recruitment and selection process for the post of Executive Director Place.
- 5 The post was advertised with a closing date of 19 July 2024. There were 23 applications received.
- 6 On 25 July 2024, the Appointments Committee approved a longlist of 9 candidates to progress to the assessment of technical ability and potential suitability for the post of Executive Director Place.
- 7 The Appointments Committee is requested to:

- consider the feedback from Penna in respect of the technical assessment and potential suitability of the longlisted candidates; and
- to approve a shortlist of applicants to progress to the formal interview and further assessment on 8 August 2024.

RECOMMENDATIONS

The Appointments Committee is recommended to:

1. Note the update on the recruitment and selection process.
2. Approve a shortlist of applicants from the information provided in the Part 2 Appendix 1 for the post of Executive Director Place to the formal interview and further assessment on 8 August 2024.

Background

- 8 On 25 July 2024, the Appointments Committee approved a longlist of candidates to progress to the assessment of technical ability and potential suitability for the post of Executive Director Place.
- 9 The assessment of technical ability and potential suitability for the post has been undertaken by Penna, our recruitment partner, together with a technical expert.
- 10 Appendix 1 provides the CVs and supporting statements for longlisted candidates together with a report on the technical assessments.
- 11 Appendix 1 is Part 2 and is exempt from publication in accordance with Chapter 3, Part 2, Paragraph 24 under the categories 'Information relating to any individual' and 'Information which is likely to reveal the identity of an individual'. The public in maintaining the exemption outweighs the public interest in disclosing the information as this:
- maintains the council's confidential recruitment process to ensure that it can recruit the best candidate for the role, and
 - ensures the candidates' personal data is protected and there is no breach of data protection, and
 - does not undermine the recruitment process.
- 12 The Appointments Committee is requested to carefully consider the reports from the technical assessment, and to agree on a shortlist of candidates.

- 13 The shortlisted candidates will be invited for further assessment and formal interview on 8 August 2024.

Consultation and Engagement

- 14 Not applicable.

Reasons for Recommendations

- 15 In accordance with the Constitution, the Appointments Committee is required to undertake the recruitment and selection process for Executive Director Place in accordance with the Employment Procedure Rules.

Other Options Considered

- 16 Not applicable.

Implications and Comments

Monitoring Officer/Legal

- 17 In line with Cheshire East Council's constitution, the appointment of the Executive Director Place is responsibility of the Appointments Committee.

Section 151 Officer/Finance

- 18 The salary cost for the Executive Director Place can be managed within existing budgets, as can the required recruitment exercise.

Policy

- 19 The recruitment to the post of Executive Director Place is key to the Council's need to provide capacity and leadership within the Senior Management Team to meet the current fiscal challenges and to deliver its transformation programme.

Equality, Diversity and Inclusion

- 20 There are no direct equality implications.
- 21 All equality considerations will be taken into account as part of the recruitment process for the Chief Executive recruitment process.

Human Resources

- 22 Actions will be undertaken in accordance with the Constitution and appropriate HR policies and procedures.

Rural Communities

- 23 There are no direct implications for rural communities.

Children and Young People including Cared for Children, care leavers and Children with special educational needs and disabilities (SEND)

24 There are no direct implications for Children and Young People including Cared for Children, care leavers and Children with special educational needs and disabilities (Send).

Public Health

25 There are no direct implications for public health.

Climate Change

26 There are no direct implications for climate change.

Access to Information	
Contact Officer:	Sara Barker, Head of Human Resources sara.barker@cheshireeast.gov.uk
Appendices:	Appendix 1 Part 2 – Longlisted applicants and feedback from assessment of technical ability and potential suitability for the role of Executive Director Place (to follow)
Background Papers:	None

