

OPEN – Report

NOT FOR PUBLICATION - Appendices 1 and 2 of the report

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

Appointments Committee

19 May 2025

Recruitment and Selection for post of Governance, Compliance and Monitoring Officer

Report of: Rob Polkinghorne, Chief Executive

Report Reference No: AP/1/25-26

Ward(s) Affected: All

For Decision

Purpose of Report

- 1 To update on the recruitment and selection arrangements for the post of Governance, Compliance and Monitoring Officer.
- 2 To provide a shortlist of candidates for final assessment as part of the recruitment and selection process.
- 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 Governance, Compliance and Monitoring Officer.
 - 5 This post was re-advertised with a closing date of 27 April 2025. There were 9 applications.
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- 6 On 8 May 2025, the Appointments Committee approved a longlist of 5 candidates to progress to the assessment of technical ability and potential suitability for the post
- 7 The Appointments Committee is requested to:
- consider the feedback in respect of the technical assessment and potential suitability of the longlisted candidates; and
 - to approve a shortlist of applicants to progress to further assessment and formal interview.

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 Governance, Compliance and Monitoring Officer to progress to further assessment and formal interview.

Background

- 8 On 8 May 2025, the Appointments Committee approved a longlist of 5 candidates to progress to the assessment of technical ability and potential suitability for the post
- 9 The assessment of technical ability and potential suitability for the post has been undertaken by Starfish Recruitment, our recruitment partner, together with Nicola Robason, Director of Governance, Corporate Affairs and Monitoring, South Tyneside Council as a technical expert.
- 10 Appendix 1 provides the CVs and supporting statements for shortlisted candidates together with a report on the technical assessments.
- 11 Appendix 2 provides the detail of the assessment centre and formal interviews for the post.
- 12 Appendices 1 and 2 are Part 2 and are 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 interest 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.
- 13 The Appointments Committee is requested to carefully consider the reports from the technical assessment, and to agree on a shortlist of candidates.
- 14 The shortlisted candidates will be invited for further assessment and formal interview on 29 May 2025.
- 15 Feedback from the assessment centre sessions will be provided to the Appointments Committee to inform the decision on the successful candidate together with the candidates' responses to questions during the formal interview.

Consultation and Engagement

- 16 Not applicable.

Reasons for Recommendations

- 17 In accordance with the Constitution, the Appointments Committee is required to:
- undertake the recruitment and selection process for the post of Governance, Compliance and Monitoring Officer in accordance with the Employment Procedure Rules, and
 - select a preferred candidate to the post of Governance, Compliance and Monitoring Officer for recommendation to Full Council to approve the proposed appointment before an offer of employment is made to that person.

Other Options Considered

- 18 Not applicable.

Implications and Comments

Monitoring Officer/Legal

- 19 On 16 October and 11 December 2024, Full Council approved the Phase 1 senior leadership structure with the additional new posts and salaries over £100,000 in line with Cheshire East Council's constitution. Governance,

Compliance and Monitoring Officer was an established post in the previous structure.

- 20 The Governance, Compliance and Monitoring Officer replaced the Director of Governance and Compliance which was an established post in the previous structure.
- 21 The post of Governance, Compliance and Monitoring Officer is a Designated Statutory Officer role. In line with Cheshire East Council's Constitution, the Appointments Committee is responsible for selecting and recommending a preferred candidate to Full Council for these posts before an offer of appointment is made to that person.
- 22 A fair, transparent and objectively justified selection process with due regard to equality laws should be followed for this selection phase of the recruitment process to reduce the risk of potential legal challenge.
- 23 Any proposed salary or other relevant particulars of employment should comply with the Council's pay policy statement, pay framework and other relevant policies.

Section 151 Officer/Finance

- 24 The revised senior management structure was approved at full council on 16 October and 11 December 2024.
- 25 The post being referred to in this report is budgeted from 1 April 2025 and included in the MTFS and budget for 2025/26 onwards.

Policy

- 26 The recruitment to the post of Governance, Compliance and Monitoring Officer 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

- 27 There are no direct equality implications.
- 28 All equality considerations will be taken into account as part of the recruitment process for the Governance, Compliance and Monitoring Officer.

Human Resources

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

Rural Communities

30 There are no direct implications for rural communities.

Public Health

31 There are no direct implications for public health.

Climate Change

32 There are no direct implications for climate change.

Access to Information	
Contact Officer:	Sara Duncalf, Head of Human Resources sara.duncalf@cheshireeast.gov.uk
Appendices:	Appendix 1 Part 2 – CVs and feedback from assessment of technical ability and potential suitability for the role of Governance, Compliance and Monitoring Officer in respect of longlisted applicants (to follow). Appendix 2 Part 2 - Schedule for assessment centre and formal interview (to follow)
Background Papers:	None