

CHESHIRE EAST COUNCIL

Staffing Committee

Date of Meeting: 15th January 2015
Report of: Mike Suarez, Chief Executive
Subject/Title: Senior Management Restructure:
Executive Director Economic Growth & Prosperity

1.0 Report Summary

- 1.1 The Council Meeting on the 11th December 2014 agreed to the creation of a new role of Executive Director, Economic Growth and Prosperity to strengthen the Councils Senior Leadership capacity in preparation for significant developments in economic development and regeneration. This reports sets out the selection process for the role.

2.0 Recommendation

- 2.1 The Committee is invited to note and support the new job description for the role of Executive Director, Economic Growth and Prosperity.

3.0 Reasons for Recommendations

- 3.1 Since 2012, Cheshire East has delivered some major deals in relation to new jobs, investment and growth. Over £800m of Government investment has been announced, unemployment has fallen across the whole Borough, and some high profile national expansion plans are underway such as the Bentley SUV/R&D facilities and the new world class Waters HQ in Wilmslow. Cheshire East was also instrumental in turning around the future viability of Alderley Park as National Life Science facility, a project which will now be utilised as a beacon of good practice for other major sites facing an economic shock or withdrawal from a major corporate.
- 3.2 The Council has also successfully championed a new SuperHub HS2 Station at Crewe, which has now been supported strongly by HS Ltd and a Government decision is due shortly. This ongoing work with the Government on HS2 and with the LEP on the wider economic growth agenda means that 2015 will continue to bring new opportunities and the Council now needs to develop capacity and continue to grow to fully capture the investment and ensure that we focus on delivery and putting residents first. As a consequence the capability and capacity of the economic development and regeneration function needs to expand to keep pace with the expanding agenda.

- 3.3 In the future the role of Executive Director, Economic Growth and Prosperity will need to oversee enhanced delivery around core services such as assets, regeneration and planning. By way of example the role will be overseeing delivery of strategic infrastructure valued in the hundreds of millions, the largest outside of conurbations in the UK, as well as continuing to drive town centre regeneration, heritage and culture, and will need to lever additional resources and devolution of responsibilities from Government to deliver the economic agenda and optimise the financial benefit to Council Tax payers in Cheshire East.
- 3.4 It is important to recognise the need to strengthen the capability and capacity of the Economic Growth and Prosperity function of the Council. Given the strategic significance of the opportunities for growth the Council has created a new role of Executive Director, Economic Growth and Prosperity to spear head the leadership of this function on behalf of the Council, and enable the delivery of a number of strategic outcomes.
- 3.5 A proposed job description is attached as an Appendix to this Report.
- 3.6 The role has been evaluated and falls within the existing senior manager grade range of £110,000 to £120,000 per annum plus a possible Performance Related Pay of up to £10,000 per annum in accordance with the Council's Pay Policy.
- 3.7 The Council's HR policies and procedures have been followed to ensure due process to safeguard the interests of the Council, and the employee concerned. In view of the HR implications of this restructure further consideration of these matters is covered in Part 2 of the agenda.

4.0 Wards Affected

- 4.1 No specific wards affected.

5.0 Local Ward Members

- 5.1 Not applicable.

6.0 Policy Implications

- 6.1 The revised job description and job evaluation are applied in accordance with the Council's current Pay Policy.

7.0 Financial Implications

- 7.1 The revised costing of the structural change is accommodated in the Council's financial framework.

8.0 Legal Implications

- 8.1 In an organisational restructure it is important to ensure that decisions are made in accordance with the Council's HR Policies and Procedures to safeguard the Interests of the Council, and effected employees.

9.0 Risk Management

- 9.1 No significant risks identified as a result of this update report. Risks relating to specific issues will be dealt with separately.

10.0 Access to Information

The background papers relating to this report can be inspected by contacting the report writer:

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