

RECRUITMENT OF A PERMANENT CHIEF EXECUTIVE

Chief Officer Sub Committee – 15 March 2021

Report of: Interim Executive Head of Corporate Resources

Purpose: For decision

Publication status: Unrestricted with restricted appendix (in accordance with Section 100A (4) of the Local Government Act 1972 – paragraphs 1 and 3 of Schedule 12A)

Wards affected: All

Executive summary:

This report provides advice to support the Sub Committee to interview candidates for the role of Chief Executive and to recommend appointment of a preferred candidate to the Council.

This report supports the Council's priority of: Building a better Council

Contact officer Heather Wills, Improvement Adviser,
hwills@tandridge.gov.uk

Recommendation to Sub-Committee:

That the Sub Committee agree a preferred candidate to recommend to Council for appointment to the permanent post of Chief Executive.

Reason for recommendation:

To progress the recruitment of a permanent Chief Executive.

Introduction and background

1. At a meeting on 10 March, the Sub-Committee agreed a shortlist of four candidates to progress to final interview, to be informed by a series of assessment exercises.
2. A report by Solace in Business which includes feedback on the assessment exercises appears in an Appendix on Part B of this agenda.

Next steps

3. The Sub-Committee is asked to recommend a preferred candidate to a special meeting of Council on 18 March.
4. If it is not possible to identify a preferred candidate, it is suggested that the Sub-Committee reconvene at its earliest opportunity to consider next steps.

Key implications

Comments of the Chief Finance Officer (CFO and s151)

The CFO is fully supportive of the process employed to recruit a permanent Chief Executive. The process has been comprehensive, with many stakeholders engaged which is required for such a pivotal and strategic role. Recruiting the appropriate candidate for the post is critical for the future direction of the Council.

However, the budgeted amount for this post for 2021/22 is £122,000 (plus on-costs) despite it being advertised to £130,000 hence any amounts paid to a permanent Chief Executive over above the budgeted amount would be an overspend which would need to be mitigated by underspends elsewhere to balance the budget.

Comments of the Head of Legal Services (Monitoring Officer)

The Council may generally appoint staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.

Section 4 of the Local Government and Housing Act 1989 (as amended), states that the Council has a legal duty to appoint an officer as Head of Paid Service. This role is fulfilled for the Council by the Chief Executive.

The quality of leadership at an organisation has a direct impact on the effectiveness and productiveness of that organisation. It is therefore important that due consideration is given to the requirements of the role and that the appointment is appointed on merit. This means that the Council must be satisfied that the person appointed to this role must be suitable in terms of their qualifications, skills and experience to carry out a job of this nature.

It is considered essential that the Council seeks to make a permanent appointment to the role of Chief Executive/Head of Paid Service at the earliest opportunity.

Equality

There are no equalities implications directly arising from this report. The recruitment of the Chief Executive is complying with all relevant policies and legislation.

Climate change

There are no climate change implications arising directly from this report.

Appendices (confidential and not for publication in accordance with Section 100A (4) of the Local Government Act 1972 – paragraphs 1 and 3 of Schedule 12A):

Appendix A – Report from Solace in Business (to follow)

Background papers

None.