

Committee(s): Staff Appointments Committee	Date: 14 th July 2022
Subject: Appointment of Tier 2 Strategic Director and Tier 3 sub-committee as part of #OneTeam Transformation Programme	Wards Affected: All
Report of: Jonathan Stephenson, Chief Executive	Public
Report Author/s: Name: Jonathan Stephenson, Chief Executive E-mail: jonathan.stephenson@brentwood.rochford.gov.uk	For Decision/Exempt

Summary

The purpose of this report is to appoint a Strategic Director (Tier 2) as part of the #OneTeam Transformation Programme.

To appoint a sub-committee which will comprise part of an interview panel for the selection of Tier 3 roles as part of the #OneTeam Transformation Programme.

Recommendation(s)

Members are asked to:

- R1. To appoint the Strategic Director (Tier 2) (subject to confirmation of the remuneration package by Council).**
- R2. That a Sub-Committee be appointed to act as a Member interview panel, as set out in this report.**
- R3. That appointments be made on a pro rata basis to the 5 seats on the Sub Committee.**

Main Report

Introduction and Background

Tier 2 Appointment

1. At the meeting of the Staff Appointments Committee on 16th June 2022, it was resolved to appoint a sub-committee to act as part of a member interview panel for the appointment of a Strategic Director (Tier 2) as part of the #OneTeam Transformation Programme with Rochford District Council (RDC).
2. The member interview process will be undertaken on 14th July 2022. Members of the interview panel are trained in recruitment and selection best practice.

3. On 14 July 2022, the Staff Appointments Committee and the RDC Chief Officer Appointments Committee will each formally convene to make a decision regarding appointment the Strategic Director (Tier 2). This appointment of the will be confirmed at a meeting of the Full Council on 26th July for RDC and 27th July for BBC.

Tier 3 Appointments

After the appointments made by the Staff Appointment Committee on 16th June, vacancies have arisen for the following Tier 3 roles:

- Director of Housing
 - Director of People and Governance
 - Director of Resource
 - Director of Assets and Investment
 - Director of Customer & Data Insight
4. These positions will be externally/internally advertised, and it is necessary therefore to assemble a member interview panel as previous convened to undertake the interview process.
 5. The Staff Appointments Committee and the RDC equivalent – Chief Officer Appointments Committee must each convene a sub-committee. Both sub-committees will then come together to comprise the member interview panel.
 6. The Council's sub-committee shall comprise 5 members pro-rata to the political alignment of the Council and its Terms of Reference are:

“To make recommendations in respect of the Tier 3 appointments to be appointed by the Committee”.
 7. Pro rata for the sub-committee comprises:

a. Conservative	3
b. Liberal Democrats	1
c. Labour Party	1
 8. Both sub-committees must agree on the proposed candidate which they believe should be appointed. Each sub-committee needs only to come to a majority decision as to its preferred candidate but both sub-committees must agree before the candidate can be recommended for appointment.
 9. The member interview panel will conduct interviews on 21, 22, 23, 26, 27, 28 September 2022, venue and timings to be confirmed.

10. The Staff Appointments Committee and the RDC Chief Officer Appointments Committee will then reconvene at 7pm on 28th September 2022 to formally appoint the relevant candidate.

Issue, Options and Analysis of Options

11. Creation of a single unified officer team is an identified as intrinsic to the Strategic Partnership with RDC and the #OneTeam Transformation Programme.
12. It is necessary to appoint candidates jointly with RDC in order to fulfil the ambitions of the Strategic Partnership.

Reasons for Recommendation

13. To appoint Tier 2 role as part of the #OneTeam Transformation Programme.

Consultation

14. Not applicable.

References to Corporate Plan

15. The partnership will identify further opportunities for beneficial shared service arrangements with other local authorities. In addition, the partnership's strategic priorities of:
 - Deliver financially sustainable, high-quality services that are valued by our community;
 - Lead the way to improve our environment by acting locally, contributing globally;
 - Provide high quality, sustainable housing to meet the needs of our community;
 - Improve the quality of life, health and wellbeing of our residents; and
 - Create opportunities for economic growth and improved connectivity in which businesses can flourish;

broadly reflect the Council's priorities of:

- Growing the economy;
- Protecting the environment;
- Developing communities;
- Improving housing; and
- Delivering an effective and efficient council.

Implications

Financial Implications

Name/Title: Jacqueline Van Mellaerts, Corporate Director (Finance & Resources)
Tel/Email: 01277 312500/jacqueline.vanmellaerts@brentwood.gov.uk

16. The costs associated with this selection and appointments process will be met from the overall #OneTeam Transformation Programme budget, the Council's share of which was agreed by Council on 26 January 2022.
17. Support for the Tier 3 appointment process was originally budgeted at £20k; this will be spent in full. There have also been additional costs of c.£5k incurred to date as part of the appointment process. There will be further recruitment costs incurred in relation to the remaining vacant roles; this will be confirmed at a later date as recruitment proposals are still being finalised.
18. It is anticipated that these additional costs can be met from within the overall #OneTeam Transformation Programme budget of £600k (£300k for each organisation), which was agreed by Council on 26 January 2022. This would be achieved by moving monies from other budget lines. This will be confirmed once the full costs are known.
19. There will also be additional recruitment costs associated with the Tier 2 appointment process, which were not originally anticipated at the time the #OneTeam Transformation Programme budget was agreed; these will be shared on a 50/50 basis and funded from existing budgets.

Legal Implications

Name & Title: Amanda Julian, Corporate Director (Law & Governance) and Monitoring Officer
Tel & Email: 01277 312500/amanda.julian@brentwood.gov.uk

20. Appointment of chief officers is defined within Part 4.8 of the Council's constitution.
21. The process defined above is in line with appointment of senior positions within the Council.

Economic Implications

Name & Title: Phil Drane, Corporate Director (Planning)
Tel & Email: 01277 312500/phil.drane@brentwood.gov.uk

22. There are no direct economic implications arising from this report.

Other Implications (where significant) – i.e. Health and Safety, Asset Management, Equality and Diversity, Risk Management, Section 17 – Crime & Disorder, Sustainability, ICT.

23. None.

Background Papers

24. None.

Appendices to this report

25. None.