

STAFF APPOINTMENTS COMMITTEE

12th March 2024

REPORT TITLE:	APPOINTMENT OF TIER 2 CHIEF OFFICER – ONETEAM TRANSFORMATION PROGRAMME
REPORT OF:	JONATHAN STEPHENSON – CHIEF EXECUTIVE
REPORT IS FOR:	DECISION

REPORT SUMMARY

A vacancy has recently arisen in the Corporate Leadership Team (CLT), following a resignation. In accordance with the constitution, a Staff Appointment Sub-Committee must be convened to conduct interviews for Chief Officers at tier 2 – Strategic Director. The details of the candidate recommended by the sub-committee have been appended to this report.

The Staff Officer Appointment Committee's approval is now sought to recommend a candidate to the Full Council for appointment to the Strategic Director (Deputy Chief Executive) role.

This role is a OneTeam appointment and will also be subject to the required approvals by Rochford District Council.

RECOMMENDATIONS

- R1 -** To recommend to the Full Council, the appointment of the candidate named in Appendix A to the Strategic Director (Deputy Chief Executive).

SUPPORTING INFORMATION

1.0 BACKGROUND INFORMATION

- 1.1 At the meeting of the Committee on the 12th February 2024 it was resolved to appoint a Sub-Committee to act as part of a Member interview panel for the appointment of the Tier 2 role as part of the OneTeam with Rochford District Council (RDC).
- 1.2 The Member interview process takes place on the 11th March 2024. This authority's Staff Appointment Committee and the RDC Chief Officer Appointments Committee will each formally convene to make a recommendation to Council regarding the appointment of the above role. The Strategic Director appointment will be considered at a meeting of Full Council on 13th March for this Council and 19th March for RDC.

2.0 RELEVANT RISKS

- 2.1 Creation of a single unified officer team is identified as intrinsic to the Strategic Partnership with RDC and the OneTeam Transformation Programme.
- 2.2 It is necessary to appoint candidates jointly with RDC in order to fulfil the ambitions of the Strategic Partnerships.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The costs associated with this recruitment 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. The main cost will be SOLACE support which has been budgeted at £12,000, to be split between the two Councils.

4.0 LEGAL/GOVERNANCE IMPLICATIONS

- 4.1 Appointment of Chief Officers is defined within Part 3 of the Council's Constitution.

8.0 EQUALITY & HEALTH IMPLICATIONS

- 8.1 The recruitment process has been fully compliant with the requirements of the Equalities Act.

Appendices:

Appendix A – Strategic Director, SOLACE Report

Appendix B – Strategic Director, Score Sheet

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SUBJECT HISTORY (last 3 years)

Council Meeting	Date
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Staff Appointments Committee	10/9/2021
Staff Appointments Committee	1/6/2022
Staff Appointments Committee	16/6/2022
Staff Appointments Committee	14/7/2022
Ordinary Council	27/7/2022
Staff Appointments Committee	27/9/2022
Staff Appointments Committee	21/3/2023
Staff Appointments Committee	31/10/2023
Staff Appointments Committee	07/12/2023
Staff Appointments Committee	12/02/2024