



COMMITTEE TITLE: ORDINARY COUNCIL

DATE: 13 March 2024

REPORT TITLE:	Appointment of the Tier 2 Chief Officer
REPORT OF:	Jonathan Stephenson – Chief Executive of Brentwood Borough Council & Rochford District Council

REPORT SUMMARY

This report seeks the Council’s approval to appoint the joint Strategic Director (Deputy Chief Executive). This role is a OneTeam appointment and will also be subject to the required approvals by Rochford District Council (RDC).

RECOMMENDATION

- R1 -** To appoint the Strategic Director (Deputy Chief Executive) as set out in the Confidential Appendix A.
- R2 -** That the Monitoring Officer be given delegated authority in consultation with the Constitution Working Group, to make any required changes to the Constitution to give effect to the recommendations in this report.

SUPPORT ING INFORMATION

1.0 REASON FOR RECOMMENDATION

To appoint the joint Strategic Director (Deputy Chief Executive) following the resignation of the current postholder, who leaves the Council in April 2024. This will ensure there is continuity in the role and a sufficient period of handover in this critical role.

2.0 BACKGROUND INFORMATION

Following the resignation of the joint Strategic Directors (Deputy Chief Executive), a recruitment process is being undertaken by the Council’s Staff Appointments Committee (SAC) and Rochford District Council’s, Chief Officer Appointments Committee (COAC). Recommendation to appoint to the post will be made by the Council’s SAC on the 12 March 2024 and at Rochford District Councils COAC on the 19 March 2024, following the Member Panel Interview of the 11 March 2024.

A new Pay Policy Statement was adopted by the Council on 22 June 2022. As the remuneration package for each Strategic Director will be in excess of £100,000, the Tier 2 appointments now fall to be confirmed by Full Council.

The proposed appointment and remuneration package is set out in the Confidential Appendix A.

3.0 OTHER OPTIONS CONSIDERED

It is important that there is sufficient talent within the unified leadership team to drive the ambition of the Programme and achieve the outcomes of the Strategic Partnership. A robust selection process provides assurance to members that talent has been secured.

4.0 RELEVANT RISKS

Creation of a single unified officer team is identified as intrinsic to the Strategic Partnership with RDC and the OneTeam Transformation Programme.

It is necessary to appoint candidates jointly with RDC in order to fulfil the ambitions of the Strategic Partnerships.

5.0 ENGAGEMENT/CONSULTATION

Consultation with the those in post was carried out in line with human resources and employment guidance.

6.0 FINANCIAL IMPLICATIONS

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.

The appointment is to replace one of the current Strategic Directors, who has resigned and will be leaving the Council in April 2024. This is an established and budgeted post.

Name & Title: Tim Willis, Director – Resources & Section 151 Officer

Tel & Email: 01277 312500 / tim.willis@brentwood.rochford.gov.uk

7.0 LEGAL/GOVERNANCE IMPLICATIONS

Appointment of Chief Officers is defined within Part 4.8 of the Council's Constitution.

Name & Title: Claire Mayhew, Acting Joint Director – People & Governance & Monitoring Officer

Tel & Email 01277 312500 / Claire.mayhew@brentwood.rochford.gov.uk

8.0 ECONOMIC IMPLICATIONS

There are no direct economic implications arising from this report. It is important that the council maintains a leadership structure to drive the delivery of corporate objectives, including to grow our economy.

Name & Title: Phil Drane, Director - Place
Tel & Email 01277 312500 / phil.drane@brentwood.rochford.gov.uk

9.0 EQUALITY & HEALTH IMPLICATIONS

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

Name & Title: Kim Anderson, Corporate Manager - Communities, Leisure and Health

Tel & Email 01277 312500 kim.anderson@brentwood.gov.uk

10.0 ENVIRONMENTAL IMPACT

There are no direct environmental implications arising from this report.

Name & Title: Henry Muss, Sustainability & Climate Officer
Tel & Email 01277 312500 henry.muss@brentwood.gov.uk

REPORT AUTHOR: **Name:** Jonathan Stephenson
Title: Chief Executive
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APPENDICES

Appendix A - Appointment of the Strategic Director (Exempt)

BACKGROUND PAPERS

None

SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Ordinary Council	27 July 2022
Ordinary Council	13 December 2023