

27 November 2019		ITEM: 3
Extraordinary Council		
Senior Management Appointments		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Lyn Carpenter, Chief Executive		
This report is Public		

Executive Summary

In accordance with the relevant legislation and Constitutional requirements this report seeks approval to appoint to three senior management posts following the completion of robust, national executive recruitment processes.

In addition, the report seeks approval to extend the interim arrangements for Corporate Director of Children's Services and the Assistant Director Legal and Monitoring Officer to ensure statutory and service requirements are maintained during notice periods.

1. Recommendations

- 1.1 To approve in accordance with the Council's Constitution the appointment of Andy Millard as permanent Director of Place.**
- 1.2 To approve in accordance with the Council's Constitution the appointment of Ian Hunt as permanent Assistant Director Legal and Monitoring Officer.**
- 1.3 To approve in accordance with the Council's Constitution the appointment of the permanent Corporate Director Children's Services which will be advised at Full Council.**
- 1.4 To approve the extension to the interim arrangements for the Corporate Director Children's Services and the Assistant Director Legal and Monitoring Officer until the permanent candidates commence employment with the Council.**

2. Introduction and Background

- 2.1 The Director of Place role became vacant in May 2019 following the resignation of Steve Cox, interim acting up arrangements have been in place for 6 months to cover the role and ensure continuity of service during the robust, national recruitment process.
- 2.2 The Corporate Director of Children’s Services, Rory Patterson, retired in June 2019. The Council is required to appoint a Director of Children’s Services and interim arrangements were implemented. After consideration of options the General Services Committee agreed to proceed to recruit permanently to the role.
- 2.3 Following the retirement of David Lawson in July 2019, the Assistant Director Legal and Monitoring Officer role has been held on an interim basis as agreed by Full Council in July to ensure compliance with legislation.

3. Director of Place

- 3.1 Permanent recruitment to the Director of Place commenced in August 2019. An executive recruitment agency was appointed and a full campaign developed. The external advert and website was live from 5 September to 27 September, supplemented by a full and extensive national executive search.
- 3.2 The campaign attracted 15 applicants who were initially assessed and rated by the agency. Longlisting by General Services Committee took place on 7 October, from the 15 applications, five candidates were selected to progress to the technical interview stage.
- 3.3 Technical Assessments for the five selected candidates were conducted by an external independent expert on 21 October. Shortlisting by General Services Committee took place on 6 November, from the five candidates interviewed at the longlisting stage of the process, two were selected to progress to the Selection Day. One candidate subsequently withdrew, and following consultation with GSC, the committee agreed to proceed with the 1, strongly recommended, candidate.
- 3.4 Selection Day took place on 12 November. Selection consisted of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel consisted of:

1	Perry Glading	Thurrock Business Board
2	Stephen Munday	South West Essex Community Education Trust
3	Stephen Lawrence	Thames Enterprise Park (iSec)
4	Peter Ward	Port of Tilbury
5	Allan Lockhart	NewRiver

6	Jacqui Payne	Thurrock CVS
7	Ashley Palipana	Youth Cabinet
8	Isobel Khawaja	Youth Cabinet
9	Sue Hawthorne (Facilitator)	HR Business Partner

3.5 Both the Stakeholder panel and GSC recommended Andy Millard be appointed to the role of Director of Place.

4. Assistant Director Legal and Monitoring Officer

4.1 The Council is required to appoint a Monitoring Officer under Section 5 of the Local Government and Housing Act 1989. The role of Monitoring Officer is incorporated into the role of Assistant Director Legal in recognition of the case law and Acts of Parliament often used in the interpretation of the Constitution.

4.2 Permanent recruitment to the Assistant Director Legal and Monitoring Officer commenced in August 2019. An executive recruitment agency was appointed and a full national campaign developed. The external advert and website was live from 5 September to 27 September, supplemented by a full executive search.

4.3 The campaign attracted 12 applicants who were initially assessed and rated by the agency based on their applications. Longlisting by General Services Committee took place on 7 October, from the 12 applications 10 candidates were selected to progress to the next stage. One candidate withdrew before the technical assessments.

4.4 Technical Assessments for the nine selected candidates were conducted by an external independent expert on 24 and 28 October. Shortlisting by General Services Committee took place on 6 November, from the nine candidates three were selected to progress to the Selection Day.

4.5 Selection Day took place on 12 November. Selection consisted of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel consisted of:

1	Sean Clark	Director of Finance, Governance and Property
2	Sharon Bayliss	Director of Commercial Services
3	Karen Wheeler	Director of Strategy, Communications and Customer Services
4	Gary Staples	Strategic Lead Transformation
5	Leigh Nicholson	Interim Assistant Director Planning,

		Transportation and Public Protection
6	Sarah Hirt (Facilitator)	HR Business Partner

4.6 Both the Stakeholder panel and GSC recommended Ian Hunt be appointed to the role of Assistant Director Legal and Monitoring Officer.

5. Corporate Director Children's Services

5.1 The Council is required to appoint a Director of Children's Services to fulfil statutory functions and comply with Section 18 of the Children's Act 2004.

5.2 Permanent recruitment to the Corporate Director Children's Services commenced in September 2019. An executive recruitment agency was appointed and a full national campaign developed. The external advert and website was live from 26 September to 25 October, supplemented by a full executive search.

5.3 The campaign attracted seven applicants which were initially assessed and rated by the agency based on their applications. Longlisting by General Services Committee took place on 6 November, from the seven applications, six candidates were selected to progress to the next stage. One candidate withdrew before the technical assessments.

5.4 Technical Assessments for the five selected candidates were conducted by an external independent expert on 13 November. Shortlisting by General Services Committee took place on 18 November, from the five candidates two were selected to progress to the Selection Day.

5.5 Selection Day will take place on 25 November. Selection will consist of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel will consist of:

1	Kevin Sadler	The Gateway Learning Community Trust
2	Jane Foster-Taylor	Thurrock CCG
3	Sheila Coates	SERICC
4	Kristina Jackson	Thurrock CVS
5	Jo Sawtell-Haynes	Thurrock Primary Heads Association
6	Paul Griffiths	St Clere's School
7	Paul Ballard	Essex Police
8	To be confirmed	Youth Cabinet

9	Julie Harris (Facilitator)	HR Business Partner

5.6 Recommendation of the Stakeholder panel and General Services Committee will be reported to Full Council on 27 November 2019.

6. Reasons for Recommendation

6.1 To appoint to three senior positions to ensure the council fulfils statutory functions and requirements and has appropriate senior leadership in place to deliver critical services and ambitions.

6.2 To ensure interim arrangements are maintained to meet statutory requirements whilst the successful candidates complete their notice periods.

7. Consultation

7.1 Appointments to the three senior management positions have been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the 3 candidates be approved by Full Council.

8. Implications

8.1 Financial

Implications verified by: **Sean Clark**
Director of Finance, Governance and Property

These are substantive posts and are therefore included within the council's core budgets.

8.2 Legal

Implications verified by: **Courage Emovon**
Acting Strategic Lead / Deputy Head of Legal Services / Deputy Monitoring Officer

The legal requirements and implications in relation to the appointment of the Monitoring Officer and the Director of Children Services are set out in this report. Save for those requirements and the provisions under the Council's Constitution for appointments to all these posts, there are no direct legal implications arising from this report.

8.3 Diversity and Equality

Implications verified by: **Rebecca Price**

Team Manager Community Development & Equalities

The appointment is recommended based on the council's recruitment process which is underpinned by the council's equal opportunity policy.

Report Author:

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