

28 October 2020		ITEM: 10
Council		
Assistant Director 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 Constitutional requirements this report seeks approval from Council to appoint to the Assistant Director Childrens Social Care and Early Help and Assistant Director Planning, Transport and Public Protection.

Following a robust search and selection process, General Services Committee interviewed on 14 October 2020 and unanimously agreed to recommend the appointment of Joseph Tynan as Assistant Director Childrens Social Care and Early Help and Leigh Nicholson as Assistant Director Planning, Transport and Public Protection. These were both supported by the recommendations of the Stakeholder Panels.

1. Recommendations

- 1.1 To approve in accordance with the Council's Constitution the appointment of Joseph Tynan as the permanent Assistant Director Childrens Social Care and Early Help.**
- 1.2 To approve in accordance with the Council's Constitution the appointment of Leigh Nicholson as the permanent Assistant Director Planning, Transport and Public Protection.**

2. Introduction and Background

- 2.1 The Assistant Director of Children's Social Care and Early Help role became vacant in March 2020 following the successful appointment of the incumbent post holder to the position of Corporate Director Childrens Services. Since that time interim arrangements have been in place.
- 2.2 The Assistant Director of Planning, Transport and Public Protection role became vacant in May 2019, following the successful appointment of the

incumbent post holder to the position of Director of Place. Since that time interim arrangements have been in place.

- 2.3 Both roles are permanent existing positions in the senior structure and are critical to the delivery of key priorities and statutory activity for the Council.

3. Assistant Director Children’s Social Care and Early Help

- 3.1 Recruitment to the Assistant Director Children’s Social Care and Early Help role commenced in August 2020. An executive recruitment agency was appointed and a full national campaign developed.

- 3.2 This campaign attracted a total of 15 applicants which were initially assessed and rated by the agency based on their applications with six candidates recommended to progress. Longlisting by General Services Committee took place on 24 September 2020, from which all six applicants were selected to progress to the next stage.

- 3.3 Prior to the technical assessment, two candidates withdrew from the process. Technical Assessments for the remaining four candidates were conducted by an external independent expert on 29 September. Shortlisting by General Services Committee took place on 8 October, from the four candidates two were selected to progress to the Selection Day.

- 3.4 Selection Day took place on 14 October with the remaining two candidates. Selection involved interviews with a stakeholder panel, young persons panel and General Services Committee. The young persons panel consisted of 5 young people who live in the borough and was facilitated by Sue Hawthorne, HR Business Partner. The stakeholder panel consisted of:

1	Kevin Sadler	CEO, The Gateway Academy
2	Petra Back	Head Teacher, Graham James Primary Academy
3	Neil Johnstone	Essex Police
4	Ashley Palipana	Youth Cabinet
5	Aaliyah Alie-Sesay	Youth Cabinet
6	Kristina Jackson	Thurrock CVS
7	Sean Clark	Corporate Director Finance, Governance and Property, Thurrock Council
8	Julie Harris	Panel Facilitator and HR Business Partner, Thurrock Council

3.5 The unanimous recommendation of both the Stakeholder Panel, Young Persons Panel and General Services Committee is to appoint Joseph Tynan as the permanent Assistant Director of Children’s Social Care and Early Help.

4. Assistant Director Planning, Transport and Public Protection

4.1 Recruitment to the Assistant Director Planning, Transport and Public Protection role commenced in August 2020. An executive recruitment agency was appointed and a full national campaign developed.

4.2 This campaign attracted a total of 8 applicants which were initially assessed and rated by the agency based on their applications with four candidates recommended to progress. Longlisting by General Services Committee took place on 24 September 2020, from which all four applicants plus one additional applicant with a marginal assessment were selected to progress to the next stage.

4.3 Technical Assessments for the five candidates were conducted by an external independent expert on 1 October. Shortlisting by General Services Committee took place on 8 October, from the five candidates three were selected to progress to the Selection Day. Prior to the selection day one candidate withdrew from the process.

4.4 Selection Day took place on 14 October with the remaining two candidates. Selection involved interviews with a stakeholder panel and General Services Committee. The stakeholder panel consisted of:

1	Steve Munday	South West Essex Community Education Trust
2	Lucy Harris	Tilbury on the Thames
3	Bianca Forrester	NewRiver Retail
4	John Speakman	Port of Tilbury (London)
5	Neil Johnstone	Essex Police
6	Aaliyah Asie-Sesay	Youth Cabinet
7	Kristina Jackson	Thurrock CVS
8	Sean Clark	Corporate Director Finance, Governance and Property, Thurrock Council
9	Sue Hawthorne	Panel Facilitator and HR Business Partner, Thurrock Council

4.5 The majority recommendation of the Stakeholder Panel and unanimous recommendation of General Services Committee is to appoint Leigh

Nicholson as the permanent Assistant Director of Planning, Transport and Public Protection.

5. Reasons for Recommendation

- 5.1 To appoint to these 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. Consultation

- 6.1 Appointments to this senior management position has been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the candidate be approved by Full Council.

7. Implications

7.1 Financial

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

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

7.2 Legal

Implications verified by: **Ian Hunt**
Assistant Director Legal Services and Monitoring Officer

There are no direct legal implications arising from this report.

7.3 Diversity and Equality

Implications verified by: **Rebecca Lee**
Team Manager Community Development & Equalities

These appointments are recommended based on the council's recruitment process which is underpinned by the council's equal opportunity policy.

Report Author:

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