

25 November 2020		ITEM: 10
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 Constitutional requirements this report seeks approval from Council to appoint to the Corporate Director Adults, Housing and Health and Assistant Director Economic Growth and Partnerships.

Following a robust search and selection process, General Services Committee (GSC) interviewed on the 16 November 2020. GSC recommend the appointment of Ian Wake as Corporate Director Adults, Housing and Health and the appointment of Gerard McCleave as the Assistant Director Economic Growth and Partnerships.

1. Recommendation(s)

- 1.1 To approve in accordance with the Council's Constitution the appointment of Ian Wake as the permanent Corporate Director Adults, Housing and Health.**
- 1.2 To approve in accordance with the Council's Constitution the appointment of Gerard McCleave as the permanent Assistant Director Economic Growth and Partnerships.**

2. Introduction and Background

- 2.1 The Corporate Director Adults, Housing and Health role will become vacant in March 2021, following the resignation of the current post holder. Recruitment to this role is essential; as outlined in the Constitution this post holder shall act as the statutory officer for adult social services.
- 2.2 The Assistant Director Economic Growth and Partnerships role is a vacant position and is being recruited to for the first time.

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

3. Corporate Director Adults, Housing and Health

3.1 Recruitment to the Corporate Director Adults, Housing and Health role commenced in September 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 26 October, from which seven applicants were selected to progress to the next stage.

3.3 Prior to the technical assessment, one candidate withdrew from the process. Technical Assessments for the remaining six candidates were conducted by an external independent expert on 3 November. Shortlisting by General Services Committee took place on 9 November, from the six candidates three were selected to progress to the Selection Day.

3.4 Selection Day took place on 16 November with the three candidates. Selection involved interviews with a stakeholder panel and General Services Committee. The stakeholder panel consisted of:

1	Mark Tebbs	Alliance Director, Thurrock CCG
2	Neil Woodbridge	CEO, Thurrock Lifestyle Solutions
3	Kristina Jackson	CEO, Thurrock CVS
4	Sheila Murphy	Corporate Director Childrens Services, Thurrock Council
5	Sean Clark	Corporate Director Finance, Governance and Property, Thurrock Council
6	Paul Chopping	HR Business Partner (Panel Facilitator)

3.5 The recommendation of the General Services Committee is to appoint Ian Wake as the permanent Corporate Director Adults, Housing and Health.

4. Assistant Director Economic Growth and Partnerships

- 4.1 Recruitment to the Assistant Director Economic Growth and Partnerships role commenced in September 2020. An executive recruitment agency was appointed and a full national campaign developed.
- 4.2 This campaign attracted a total of 13 applicants which were initially assessed and rated by the agency based on their applications with five candidates recommended to progress. Longlisting by General Services Committee took place on 8 October, from which six applicants were selected to progress to the next stage.
- 4.3 Prior to the technical assessment, one candidate withdrew from the process. Technical Assessments for the remaining five candidates were conducted by an external independent expert. Shortlisting by General Services Committee took place on 9 November, from the five candidates two were selected to progress to the Selection Day.
- 4.4 Selection Day took place on 16 November with the remaining two candidates. Selection involved interviews with a stakeholder panel and General Services Committee. The stakeholder panel consisted of:

1	Perry Glading	Chair, Thurrock Business Board
2	John Speakman	Senior Asset Manager, Port of Tilbury London
3	Bianca Forrester	Development Manager, NewRiver
4	Stephen Munday	CEO, South West Essex Community Education Trust
5	Neil Woodbridge	CEO, Thurrock Lifestyle Solutions
6	Adam Bryan	CEO, South East LEP
7	Sean Clark	Corporate Director Finance, Governance and Property, Thurrock Council
8	Sue Hawthorne	HR Business Partner (Panel Facilitator)

- 4.5 The recommendation of the General Services Committee is to appoint Gerard McCleave as the permanent Assistant Director Economic Growth and Partnerships.

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 these senior management positions has been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the candidates be approved by Full Council.

7. Impact on corporate policies, priorities, performance and community impact

- 7.1 The Director of Adult Social Services (DASS) is a politically restricted statutory chief officer post under Section 2 of the Local Government & Housing Act 1989 and is accountable for the delivery of local authority social services functions listed in Schedule 1 of the Local Authority Social Services Act 1970 in respect of Adults.

8. Implications

8.1 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.

8.2 Legal

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

The final decision on the appointment of statutory Chief Officers, as relates to the role of Corporate Director Adults, Housing and Health, is by Full Council.

8.3 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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