

<b>24 February 2021</b>		<b>ITEM: 10</b>
<b>Council</b>		
<b>Assistant Director Housing Management Recruitment</b>		
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> Key	
<b>Report of:</b> Councillor Barry Johnson, Cabinet Member for Housing		
<b>Accountable Director:</b> Roger Harris, Corporate Director Adults, Housing and Health		
<b>This report is Public</b>		

## **Executive Summary**

In accordance with the Constitutional requirements this report seeks approval from Council to appoint to the permanent Assistant Director Housing Management.

Following a robust search and selection process, General Services Committee (GSC) interviewed on the 23 February 2021. GSC unanimously recommend the appointment of Ewelina Sorbjan as the permanent Assistant Director Housing Management.

### **1. Recommendation(s)**

**1.1 To approve in accordance with the Council's Constitution the appointment of Ewelina Sorbjan as the permanent Assistant Director Housing Management.**

### **2. Introduction and Background**

2.1 The Assistant Director Housing Management role will become vacant in March 2021 following the resignation of the postholder. Interim cover has been in place since 22 February 2021.

2.2 The role is a permanent position in the senior structure and is critical to the delivery of key priorities and housing activity for the Council.

### **3. Assistant Director Housing Management**

3.1 Recruitment to the Assistant Director Housing Management role commenced in January 2021. An executive recruitment agency was appointed and a full national campaign developed.

- 3.2 This campaign attracted a total of 11 applicants which were initially assessed and rated by the agency based on their applications with 4 candidates recommended to progress. Longlisting by General Services Committee took place on 9 February, from which 4 applicants were selected to progress to the next stage.
- 3.3 Technical Assessments for the remaining 4 candidates were conducted by an external independent expert. Shortlisting by General Services Committee took place on 18 February, with recommended candidates selected to progress to the Selection Day.
- 3.4 Selection Day took place on 23 February with the candidates. Selection involved interviews with a stakeholder panel and General Services Committee. The stakeholder panel consisted of:

1	Aaliyah Alie-Sesay	Youth Cabinet Representative
2	Sue Hodgson*	Tenants Excellence Panel Representative
3	Lynn Mansfield*	Tenants Excellence Panel Representative
4	Kristina Jackson	Thurrock CVS
5	Les Billingham	Assistant Director Adult Social Care and Community Development
6	Andy Millard	Director of Place
7	Sean Clark	Corporate Director Finance, Governance and Property
8	Ian Wake	Director of Public Health
9	Paul Chopping	HR Business Partner (Panel Facilitator)

*\*advised of non-attendance on the day of the interviews*

- 3.5 The unanimous recommendation of the General Services Committee is to appoint Ewelina Sorbjan as the permanent Assistant Director Housing Management.

#### **4. Reasons for Recommendation**

- 4.1 To appoint to this senior position to ensure the council fulfils critical housing functions and requirements and has appropriate senior leadership in place to deliver the housing service and its ambitions.

#### **5. Consultation**

- 5.1 Appointment to the Assistant Director Housing Management role has been conducted by General Services Committee and with the full engagement of key stakeholders. GSC recommends the candidate be approved by Full Council.

#### **6. Impact on corporate policies, priorities, performance and community impact**

6.1 The Assistant Director Housing Management is a politically restricted Deputy Chief Officer post as set out in Part 1 of the Local Government and Housing Act 1989 as amended by the Local Democracy, Economic Development and Construction Act 2009.

## **7. Implications**

### **7.1 Financial**

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

This is a substantive post and is therefore included within the council's core budgets.

### **7.2 Legal**

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

The final decision on the appointment of Deputy Chief Officers, as relates to the role of Assistant Director Housing Management, is by Full Council.

### **7.3 Diversity and Equality**

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

This 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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Strategic Lead HR, Resourcing and Improvement