

23 February 2022		ITEM: 10
Council		
Assistant Director Appointment		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Sean Clark, Corporate Director Resources and Place Delivery		
This report is Public		

Executive Summary

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

Following a robust search and selection process, General Services Committee interviewed on 10 February 2022 and agreed to recommend Mark Bradbury as Assistant Director Property and Facilities Management.

1. Recommendation

1.1 To approve in accordance with the Council's Constitution the appointment of Mark Bradbury as Assistant Director Property and Facilities Management.

2. Introduction and Background

2.1 The Assistant Director Property and Facilities Management role has been covered by an interim acting up arrangement since October 2019.

2.2 This post is a permanent existing position in the senior structure and is critical to the delivery of key priorities for the Council.

3. Assistant Director Property and Facilities Management

3.1 Recruitment to the Assistant Director Property and Facilities Management role commenced in December 2021. The Council engaged executive search agency Tile Hill to run a full search and selection campaign.

- 3.2 The campaign attracted a total of eighteen applications which were assessed by Tile Hill and eight candidates were recommended to progress. Longlisting at General Services Committee took place on 27 January 2022 and nine candidates were progressed to the next stage.
- 3.3 Two candidates withdrew prior to the technical assessments. Technical assessments for the remaining seven candidates were conducted by an external independent expert on 2 February 2022. Shortlisting by General Services Committee took place on 7 February 2022, from the seven candidates three were selected to progress to the Selection Day.
- 3.4 Selection Day took place on 10 February 2022 with the shortlisted candidates. Selection involve interviews with a stakeholder panel and General Services Committee.
- 3.5 The stakeholder panel consisted of:

1	Kristina Jackson	Chief Executive, Thurrock CVS
2	Sharon Bayliss	Director of Programme Implementation, ASELA
3	Gerard McCleave	Assistant Director Economic Growth & Partnerships, Thurrock Council
4	Jo Broadbent	Director of Public Health, Thurrock Council
5	Ewelina Sorbjan	Assistant Director Housing Management, Thurrock Council
6	Mollie Quincey	Youth Cabinet
7	Sami Sahel	Youth Cabinet
8	Sarah Hirt	Panel Facilitator and HR Business Partner, Thurrock Council
9	Emma Elliott	Panel Facilitator and Resourcing Officer, Thurrock Council

- 3.6 After receiving stakeholder panel feedback, General Services Committee panel considered two candidates appointable. General Services Committee recommendation is to appoint Mark Bradbury as the permanent Assistant Director Property and Facilities Management.

4. Reasons for Recommendation

- 4.1 To appoint to this senior position to ensure the Council has appropriate senior leadership in place to deliver critical services and ambitions.

5. Consultation

- 5.1 Appointment 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.
- 5.2 Cabinet were advised of the recommended Assistant Director appointment and no objections were received.

6. Implications

6.1 Financial

Implications verified by: **Sean Clark**
**Corporate Director Resources and Place
Delivery**

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

6.2 Legal

Implications verified by: **Gina Clarke**
Corporate Governance Lawyer

A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).

Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit.

The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Constitution, set out compulsory provisions relating to the appointment of chief officers and deputy chief officers. An offer of employment as a chief officer or deputy chief officer shall only be made where no well-founded objection from any member of the executive has been received.

In addition, the proposed appointment must be made in accordance with the Council's Pay Policy Statement.

6.3 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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Director of HR, OD and Transformation