

<b>29 November 2023</b>		<b>ITEM: 11</b>
<b>Council</b>		
<b>Senior Management Appointments</b>		
<b>Wards and communities affected:</b> All	<b>Key Decision:</b> Key	
<b>Report of:</b> Cllr Andrew Jefferies – Leader of the Council		
<b>Accountable Director:</b> Dave Smith, Chief Executive/ Managing Director Commissioner		
<b>This report is Public</b>		

## Executive Summary

On 24<sup>th</sup> August 2023, General Services Committee approved the Council's new senior structure and recruitment to the following new senior roles:

- **Executive Director of Place**
- **Executive Director of Corporate Services (Monitoring Officer)**
- **Chief Financial Officer (Section 151 Officer)**
- **Assistant Chief Executive**

Recruitment to these roles was conducted in accordance with the Constitution and the Directions.

*The Directions issued to the Council by the Secretary of State on 16 March 2023 under Section 15(5) and (6) of the Local Government Act 1999, provide, at Annex B, that Commissioners shall exercise 'all functions to define the officer structure for the senior positions at the Authority, to determine the recruitment processes and then to recruit the relevant staff to those positions.'*

Selection to the new roles was conducted by a panel acting as General Services Committee, supported by Stakeholder Panels. Recommendations were presented to Commissioners and the following appointments approved.

## Recommendations

### 1.1 Council to note the following appointments:

- **Juliemma McLoughlin as Executive Director of Place**
- **Daniel Fenwick as Executive Director of Corporate Services (Monitoring Officer)**

- **Alex Powell as Assistant Chief Executive**

**1.2 Council to note that an appointment was not made to the Chief Financial Officer. Options for progressing this role will be considered by the Commissioners.**

**2. Introduction and Background**

2.1 The Directions issued on 16<sup>th</sup> March 2023 expanded the scope of Intervention providing Commissioners with powers over governance and staffing functions, they also appointed a Managing Director Commissioner to fulfil the role of Chief Executive. One of the priorities was to put in place a senior management structure that responds to the Directions, supports the corporate operation of the council, provides the capacity and capability to deliver improvement and change at pace and is consistent with the Council's emerging operating model.

2.2 On the 5<sup>th</sup> July 2023, a report was presented to General Services Committee with a proposed revised Senior Management structure that met the requirements of the Directions. GSC supported the proposed structure enabling formal consultation to commence. Consultation took place between 6 July 2023 and 5 August 2023.

2.3 Following a consultation process, on the 24<sup>th</sup> August 2023, General Services Committee approved the final senior structure and the subsequent recruitment to it.

**3. Selection Process**

3.1 The recruitment campaign was launched on 28<sup>th</sup> August 2023, with the external advert and microsite live until 24<sup>th</sup> September. In addition, a full and extensive national executive search was conducted by the recruitment agency. The campaign included a Webinar with Dr Dave Smith on 18<sup>th</sup> September, attracting a high number of interested parties. The total campaign attracted 68 applications across the four roles.

3.2 All applicants were assessed by the recruitment agency and recommendations for long listing presented to the Commissioners on 29<sup>th</sup> September. From the 68 applications, 27 candidates were selected to progress to the technical interview stage.

- 3.3 Technical Assessments were conducted by relevant external independent experts during week commencing 2<sup>nd</sup> October. Shortlisting by General Services Committee and Commissioners took place on 10<sup>th</sup> October; from the 27 candidates long listed 12, covering all four roles, were selected to progress to the Selection Days. Psychometric testing was undertaken for all 12 candidates in advance of the final panels.
- 3.4 Panel interviews took place on 30<sup>th</sup> and 31<sup>st</sup> October 2023. All candidates were interviewed by three panels - the General Services Committee/ Commissioner panel, a stakeholder panel, and a workforce panel. The Stakeholder Panel included relevant partners and external agencies, elected members and a member of the Senior Leadership Team. The workforce panels included representatives from the relevant services, staff networks and Trade Unions.
- 3.5 The recommended appointments presented to Commissioners were supported by all panels.

#### **4. Biographies**

4.1 Set out are below are brief biographies of the successful candidates.

- **Alex Powell as Assistant Chief Executive**

*Alex has been Director of Strategy with the London Borough of Barking & Dagenham since August 2022. Previous roles include CEO & Director with the UK Holocaust Memorial and Learning Centre (2019 – 2022) within the Department for Levelling Up, Housing & Communities, Deputy Director with Local Government Stewardship (2015 – 2019) within the Department for Levelling Up, Housing & Communities and Principal Private Secretary and Deputy Director, Ministerial Group within the Department for Levelling Up, Housing & Communities (2013 – 2015).*

- **Daniel Fenwick as Executive Director of Corporate Services/Monitoring Officer**

*Daniel is currently Director City Law and Governance at Liverpool City Council. He has been in his current role since December 2021. Previous roles include Director of Legal and Governance, OneSource (October 2015 – December 2021), and Interim Executive Director, OneSource (January - July 2019), Director of Governance,*

London Borough of Waltham Forest (2003 – October 2015). In addition, Daniel has held earlier Principal Lawyer roles in two London Brough Councils.

- **Juliemma McLoughlin as Executive Director of Place**

*Juliemma has been Executive Director at City of London Corporation since 2021. Previous positions include Executive Director Regeneration, Commercial, &*

*Economy at Northumberland County Council (2020 – 2021), Development Director at Greater London Authority (2017 -2020), Lead Director for Planning, Highways and Growth at London Borough of Hammersmith & Fulham (2007-2017) and Head of Planning, Regeneration and Building Environment for Sydney Ports Corporation (2003 – 2007). Juliemma has a degree from Dundee University in BSc Urban and Regional Planning (1994).*

## **5. Reasons for Recommendation**

5.1 To advise Council of the new senior appointments made in accordance with Directions.

## **6. Consultation**

6.1 The selection process involved elected members, key stakeholders and workforce representatives.

## **7. Implications**

### **7.1 Financial**

Implications verified by: **Steven Mair**  
**Interim Chief Financial Officer/S151**

The cost of new structure will be fully allowed for in the budget for 2024/25 as per the report presented to General Services Committee on 24<sup>th</sup> August 2023.

### **7.2 Legal**

Implications verified by: **Jayne Middleton-Albooye**  
**Interim Head of Legal Services**

Section 5 of the Local Government and Housing Act 1989 requires the Council to appoint one of its officers to the position of Monitoring Officer. His / her statutory role is specified in sections 5 and 5A of the 1989 Act, and in sections 29 to 32 of the Localism Act 2011.

The appointments set out above are in accordance with the powers of the Commissioners.

### 7.3 **Diversity and Equality**

Implications verified by: **Rebecca Lee**

#### **Team Manager Community Development & Equalities**

The appointment process has been conducted in accordance with agreed processes underpinned by the council's equal opportunity policy.

#### **Report Author:**

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Director of HR, OD & Transformation