
Subject:	UPDATE TO STRATEGIC DIRECTOR APPOINTMENT
Meeting and Date:	Council – 18 May 2022
Report of:	Nadeem Aziz, Chief Executive and Head of Paid Service
Classification:	UNRESTRICTED

Purpose of the report: To update Members regarding proposals for an additional Strategic Director post

Recommendation: That Council:

1. Note the update regarding the appointment of an additional Strategic Director and the commitment to internal recruitment at senior management level
 2. Dissolve the Ad hoc Appointment Committee previously established in accordance with s.102(1) Local Government Act 1972
-

1. Summary

- 1.1 In May 2021, Council received a report which identified the need for a new Strategic Director post within the existing management team structure of the Council and sought approval from the Council for the creation of this post.
- 1.2 The purpose of this report is to update Members regarding the current proposals for an additional Strategic Director and to dissolve the Chief Officer Appointments Committee.
- 1.3 Article 12 of the Council's Constitution, identifies the Council's Chief Officers. Section 4 of Local Government and Housing Act 1989, (which defines the functions of the Head of Paid Service) is reflected in the Council's Constitution Article 12.02 This requires the Head of Paid Service to report to the full Council on the number and grade of staff required by the authority to discharge the Council's functions. Any change to the structure of the Corporate Management Team or the distribution of Chief Officer functions and responsibilities requires Council approval.

2. Introduction and Background

- 2.1 In February 2020, Council agreed an ambitious new Corporate Plan for the period 2020-2024, with corporate objectives around regeneration and tourism, housing and community, climate change, environment & assets – a cleaner sustainable environment, plus an internal focus on working smartly to deliver services.
- 2.2 In order to facilitate this increased growth and renewal agenda, at their meeting in May 2021, Council gave authority to create an additional Strategic Director post, to join the existing Corporate Management Team (CMT). It was proposed that this post would be Strategic Director of Place & Renewal.

- 2.3 Despite an extensive search for a suitable candidate this process was unsuccessful. It was, however, possible to appoint a Head of Inward Investment & Tourism who has now taken up post.
- 2.4 The third Director post is now proposed to be an internal recruitment process to allow succession planning within the authority, to utilise the existing skills, knowledge and experience of the current broader management structure.
- 2.5 To increase the pool of applicants for the post, and to ensure that the skills and attributes of candidates is properly tested, it is proposed that the role is “non-specific” and not limited to just a “place and renewal” portfolio.

Additional Strategic Director

- 2.6 After the appointment of the additional Strategic Director post, CMT will then initiate a full review of the Director level portfolios/groupings of services to incorporate the ambitions of the Council in delivering its Corporate Plan.
- 2.7 As this proposal is for an internal appointment only, there is no requirement to comply with the Prescribed Standing Orders. Council are therefore now asked to dissolve the Appointments Committee set up specifically for the previous purpose. However, given the strategic importance of this role, it is considered that Members should retain a role in the recruitment process and therefore the Head of Paid Services will liaise with the group leaders regarding the constitution of a suitable panel.
- 2.8 Following the interview process, the Head of Paid Service will make a recommendation of appointment to the Council, who will formally appoint to the role and allocate functions to it. Council should also note that changes to the Council’s Constitution will need to be made in consequence of the appointment and these will be brought forward to in due course.
- 2.9 Further to the recruitment and appointment of the Strategic Director there is also a commitment to look at internal recruitment to the Corporate Management Team going forward, thereby ensuring the succession planning route is not limited to one appointment but creates further stability and opportunity as the Council moves forward with its ambitious agenda.

3. Identification and Evaluation of Options

3.1 Option 1:

To note the update regarding the appointment of an additional Strategic Director and to dissolve the ad hoc Appointments Committee

This is the recommended option as it aligns with the revised intentions and retains the appropriate senior management capacity to allow for a smooth transition and succession.

3.2 Option 2: To instruct the Head of Paid Service to take some other action.

4. Resource Implications

There will be a small budget pressure from the uplift of a current employee to Strategic Director and potentially a vacant Head of Service or other position, which is unlikely to be backfilled during 22/23. The budget pressure for 22/23 is not considered to be significant. A further review of the service groupings/portfolios under each Strategic Director may result in further budget adjustments, however, these can be the subject of a further report to Council as necessary in due course and will be reflected in the 2023/24 budget.

5. **Corporate Implications**

- 5.1 Comment from the Strategic Director (Corporate Resources): The proposed post will create a budget pressure from the upgrade. It is not possible at this time to quantify the pressure and so this will be taken into account in the next budget cycle
- 5.2 Comment from the Solicitor to the Council: The Solicitor to the Council has been consulted in the preparation of this report and has no further comments to make
- 5.3 Comment from the Equalities Officer: - This report does not specifically highlight any equality implications however in discharging their duties members are required to comply with the public sector equality duty as set out in Section 149 of the Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/section/149>

6. **Appendices**

None

7. **Background Papers**

None

Contact Officer: Nadeem Aziz, Head of Paid Service