

Appointments Etc Panel

Friday, 17 November 2017, 10.00 am,

Present:

Minutes

Mr S E Geraghty (Chairman), Mr A I Hardman,
Ms P A Hill, Mr A T Amos, Mr P Middlebrough,
Dr K A Pollock and Mrs E B Tucker

Available papers

The Agenda papers (previously circulated), a copy of which will be attached to the signed Minutes.

1096 Named Substitutes

Mr A Amos for Ms K J May, Ms P A Hill for Mr P Denham.

1097 Apologies and Declarations of Interest

None.

1098 Confirmation of Minutes

RESOLVED: that the minutes of this meeting be circulated to Members of the Panel and be signed by the Chairman in the light of any comments on their accuracy received within 7 days of their circulation.

1099 Exclusion of Press and Public

RESOLVED: that the public and press were excluded from the meeting for the following items as it is likely that exempt information relating to any individual will be disclosed and the public interest in maintaining the exemption outweighs the public interest in disclosure.

1100 Chief Executive Recruitment

The Panel considered the exempt report of the Head of HR and OD which set out the recommended procedure for shortlisting and interviewing the candidates for the post of Chief Executive.

On 25 September 2017 the Council went out to advert to recruit to the post of Chief Executive. Following the placement of national advertisements and an executive search campaign, 24 applications were received by the closing date of 22 October 2017.

A longlisting exercise was carried out by the Leader and Deputy Leader of the Council with the Head of HR and

OD. This led to 12 candidates proceeding to first stage longlisting interviews/assessment.

An assessment of those 12 longlisted candidates by an independent technical assessor was undertaken and feedback provided. The 12 candidates were interviewed by the Leader and Deputy Leader with support from the Head of HR and OD.

The Appointments etc Panel was asked to endorse a shortlist of 6 candidates to progress to the final Panel recruitment and selection stages. There will be formal leadership psychometric assessments, with interviews on day 1 by a Business and Community Panel, Stakeholder Panel and Young People's Panel, plus a presentation to the Appointments etc. Panel.

In the light of day 1, the Appointments etc. Panel will decide which candidates progress further. The Panel will interview the remaining candidates on day 2 before deciding which candidate should be recommended for appointment as Chief Executive. As a result of a legal requirement included in the Constitution, before a formal offer of appointment to Chief Executive can be made, full Council must approve that appointment.

The Appointments etc. Panel agreed the recommended shortlist of candidates and approved the process for the final Panel assessment and selection stages and interviews.

Chairman

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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