

Meeting:	Employment panel
Meeting date:	13 July 2017
Title of report:	Recruitment to the post of director for children's wellbeing
Report by:	Chief executive

Classification

Open

Key decision

This is not an executive decision.

Wards affected

Countywide

Purpose

To agree the recruitment process, timetable and role profile for the director for children's wellbeing, enabling the recruitment and selection process to commence.

Recommendation(s)

That:

- (a) the role profile at appendix 1 for the post of director for children's wellbeing be agreed and all other terms and conditions associated with the post remain the same;**
- (b) recruitment for a substantive director for children's wellbeing be initiated; and**
- (c) the assistant director for education and commissioning continues to act up into the director for children's wellbeing role until a substantive appointment is made.**

Alternative options

- 1 It is a statutory requirement that the council appoints a director of children's services and whilst it is open to the council to delay making a substantive appointment, this is not recommended.

Reasons for recommendations

- 2 To ensure effective leadership of a key council service area and to meet the statutory requirement of having a designated director of children's services.

Key considerations

- 3 The council's director for children's wellbeing resigned from her post and left the council at the end of March 2017.
- 4 The assistant director for education and commissioning has been acting up into the role since 1 April 2017 and this arrangement is due to expire at the end of September 2017.
- 5 The structural options for the leadership of the service have been considered and given there has been no substantial shift in government policies in this area and that the continued need to ensure the responsibilities of this statutory role are appropriately met, it is recommended that the right step for the council is to appoint to the permanent position of director for children's wellbeing.
- 6 Under the council's employment rules (para 4.9.3) the appointment of a statutory chief officer, including approval of the terms and conditions of employment, is undertaken by the employment panel.
- 7 A draft role profile for the employment panel's consideration is attached at appendix 1. The profile has been redrafted to reflect the statutory responsibilities of the role and the council's priorities.
- 8 The Hay job evaluation system is used for chief officer posts and the proposed profile, having been reviewed, has been confirmed as remaining at the same salary level as the previous post holder.
- 9 The proposed outline timetable for managing the recruitment and selection process is below.

Activity	Date	By whom
Select agency and agree brief	July 2017	Hoople Resourcing
Candidate search and long listing	August – September 2017	Agency
Shortlisting	End of September 2017	Chief executive
Stakeholder engagement	October 2017	Chief executive
Final interviews	October 2017	Employment panel
Appointment made	October 2017	Employment panel
Appointee starts in post	October 2017 – January 2018 (depending on notice period)	

- 10 The strategic importance of the role warrants an open market recruitment process. It is proposed that a nationwide search is undertaken and that a specialist recruitment agency supports the recruitment and selection of the best candidates on behalf of the council. The cost of this will be capped at £20k, although it is anticipated that costs will fall well below this.

Community impact

- 11 The post holder provides strategic leadership for one of the council's priority service delivery areas of 'keeping children and young people safe and giving them a great start in life'. Without effective leadership, outcomes for communities and individuals in Herefordshire could be adversely affected.

Equality duty

- 12 The recommendations in this report and the recruitment and selection process take full account of this legislation and will ensure the council's equality duty is met.

Financial implications

- 13 The full time salary for this post is £122,412 and the establishment budget for this post is available. Any appointment will be made within this budget.
- 14 The additional costs of recruiting to this post will be capped at a maximum of £20k and these recruitment costs will be met from within the children's wellbeing directorate's budget.

Legal implications

- 15 Section 18 of the Children Act 2004 requires this council to appoint an officer known as their director of children's services.
- 16 Under the council's employment rules (para 4.9.3) an appointment of this statutory chief officer is made by the employment panel.

Risk management

- 17 The risks of not being able to successfully recruit to the role have been considered and mitigated by proposing the council invests in specialist recruitment expertise to undertake the search for the right candidate.

Consultees

- 18 None.

Appendices

Appendix 1 - Proposed role profile

Background papers

None identified.