

Meeting:	Employment panel
Meeting date:	Tuesday 3 December 2019
Title of report:	Appointment of Director for Economy and Place
Report by:	Chief executive

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose and summary

To appoint the council's Director for Economy and Place.

Recommendation(s)

That:

- (a) **Subject to there being no valid objections received from cabinet members by 9am on Thursday 5 December, [name to be confirmed] be appointed as the council's Director for Economy and Place.**

Alternative options

1. If employment panel determine that none of the candidates are appointable at this time, panel members can initiate a new search for the right candidate.

Key considerations

2. The post of director for economy and place has been filled on an acting basis since September 2018 and that temporary arrangement is due to expire at the end of March 2020.

3. After a national search for candidates, on 18 November 2019 employment panel considered the applications for the post of director for economy and place and drew up a shortlist of candidates to invite for interview. The shortlisted candidates were interviewed by employment panel on 3 December 2019.
4. Under the council's employment rules (para 4.9.1) the appointment of a chief officer is undertaken by employment panel. Therefore after a full and rigorous selection process, employment panel is asked to confirm the appointment of [name to be confirmed] as the council's director for economy and place. This appointment is subject to no valid objections being received from cabinet members within the timeframe specified, in accordance with the requirements of the council's employment rules.
5. Approval of appointments to posts with salaries in excess of £100,000 is reserved to full council. When approving the pay policy statement in February 2019, council authorised appointments to those posts included in the statement at the salaries specified in the statement. This post is one of the posts included under that authorisation.

Community impact

6. The post holder provides strategic leadership to a key council service delivery area. Without effective leadership, outcomes for communities and individuals in Herefordshire could be adversely affected.

Equality duty

7. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
8. The council's policies in relation to job evaluation and recruitment and selection pay full regard to the council's responsibilities as set out in the public sector equality duty.

Resource implications

9. The full time salary for this post is £124,860 in accordance with the pay policy statement approved by Council in February 2109 and up to £7,000 is available in relocation costs where appropriate. The establishment budget is available within the approved budget and any appointment will be made within this budget.

Legal implications

10. This is a chief officer role which means employment panel is responsible for the appointment. The salary was approved for the post in January 2019 by full council as part of the pay policy statement.

Risk management

11. The risks associated with this appointment are set out below.

Risk / opportunity	Mitigation
There is a risk that suitable candidates will not be found for this role.	This risk has been mitigated by appointing an executive search agency to undertake a national search.

Consultees

12. In accordance with the council's employment rules, the leader of the council has been consulted on the role profile and recruitment process for this post.
13. In accordance with the council's employment rules, cabinet members will be consulted on the proposed appointee before an offer of appointment is confirmed.

Appendices

None.

Background papers

None identified