

## **APPOINTMENTS COMMITTEE**

Meeting: 13 June 2019

At: 9.30 am

### **PRESENT**

Councillor Elise Wilson (Chair) in the chair; Councillors Malcolm Allan, Kate Butler, Colin Foster, Mike Hurleston, Lisa Smart and Suzanne Wyatt.

### **1. MINUTES**

The Minutes (copies of which had been circulated) of the meeting held on 22 March 2019 were approved as a correct record and signed by the Chair.

### **2. DECLARATIONS OF INTEREST**

Councillors and officers were invited to declare any interests they had in any of the items on the agenda for the meeting.

No declarations of interest were made.

### **3. URGENT DECISIONS**

No urgent decisions were reported.

### **4. EXCLUSION OF THE PUBLIC AND THE PUBLIC INTEREST TEST**

RESOLVED – That in order to prevent the disclosure of information which was not for publication relating to the financial or business affairs of the any particular person (including the authority), the disclosure of which would not be in the public interest, would not be fair and would be in breach of Data Protection principles, the public be excluded from the meeting during consideration of agenda items 5 ‘Senior Leadership Arrangements’ and 6 ‘Appointment of the Services Director for Corporate and Support Services (Citizen Focus)’

### **5. SENIOR LEADERSHIP ARRANGEMENTS**

The Chief Executive submitted a report (copies of which had been circulated) providing an update on senior leadership arrangements and proposed changes in relation to succession planning. The report proposed specified changes to the Senior Management of the Council that supported succession planning to the senior team, focussing on the Corporate and Support Services function.

The Committee acknowledged the need for succession planning, agreed with the proposals and agreed that the timing of such proposals should remain the decision of the Chief Executive to manage risk to the organisation.

RESOLVED – (1) That approval be given to the creation of a post of Corporate Director – Corporate and Support Services with the timing of transfer of the responsibilities to this role delegated to the Chief Executive.

(2) That the current Borough Treasurer is assimilated into the new role on a date in the Autumn to be determined by the Chief Executive as outlined in resolution (1) above.

(3) That approval be given to the application of the Council's Redundancy Policy to the post of Deputy Chief Executive, the timing of this to be delegated to the Chief Executive so as to manage risk and transition, ensuring the Council maintains sufficient senior leadership.

(4) That upon departure of the current Deputy Chief Executive the designation of Deputy Chief Executive will be added to both Corporate Director Roles in the senior leadership team.

(5) That the Chief Executive be requested to provide an update to a future meeting of the Appointments Committee on senior leadership arrangements.

#### **6. APPOINTMENT OF THE SERVICE DIRECTOR, CORPORATE AND SUPPORT SERVICES (CITIZEN FOCUS)**

The Committee were provided with details and feedback of the assessment day for the candidates shortlisted from the application process (copies of which were circulated), including scoring from online assessments, written exercises, panel interviews and a summary of online management and personality profiles.

The Chief Executive had agreed to three candidates being presented to the Committee for consideration following the assessment process.

The Committee interviewed and considered 3 candidates for the post of Service Director – Corporate and Support Services (Citizen Focus)

RESOLVED – That the post of Service Director - Corporate and Support Services (Citizen Focus) be offered to Kirsteen Roe.

The meeting closed at 1.43 pm