

<i>REPORT TO</i>	<i>DATE OF MEETING</i>
APPOINTMENT AND EMPLOYMENT COMMITTEE	3 January 2018



<i>SUBJECT</i>	<i>PORTFOLIO</i>	<i>AUTHOR</i>
APPOINTMENT OF DEPUTY CHIEF EXECUTIVE (REGENERATION AND GROWTH)	LEADER	H MCMANUS

1. SUMMARY AND LINK TO CORPORATE PRIORITIES

This report initiates the appointment process to recruit a permanent Deputy Chief Executive. The report reflects the outcome of a Council decision to implement a new management structure at South Ribble.

2. RECOMMENDATIONS

Committee is asked to-

1. Confirm the intention to proceed to recruit a permanent, dedicated Deputy Chief Executive.
2. To approve the recruitment timetable.
3. Nominate three members to work with the Chief Executive, and expert external advisors (Veredus) to oversee the process and report the outcome to Council.
4. Receive the draft recruitment documentation that is the advert, job description and person specification

3. DETAILS AND REASONING

3.1 Appointment of Deputy Chief Executive

Following the successful appointment of a permanent Chief Executive, Council, at their meeting of the 22nd November 2017, approved a new Leadership Structure for South Ribble.

The Chief Executive has been working with all affected managers and members to develop the leadership model for South Ribble in a programme of meaningful consultation. We wish to move forward with both our internal and external recruitment campaigns, culminating in interviews late February/ early March.

The post of Deputy Chief Executive, is a significant position required to support lead the Council's challenging growth and transformation agenda here at South Ribble. This is a Chief Officer post and as such. Members must be involved in shaping and developing the requirements of the role, and agree both the process and appointment.

Provision has been made in the Council's budgets to support the move to a new leadership structure. It should also be noted that there has been significant development of the shared service agenda with Chorley, with a further report being presented to Full Council in January 2018.

In order to progress with the implementation of a new Leadership model, the panel as asked to approve a external recruitment timetable for the Deputy Chief Executive post as outlined in the appendix.

FINANCIAL	The recruitment of a new Deputy Chief Executive post has been budgeted within the Council MTFs. It is anticipated that the post will range from £80-85k.
LEGAL	<p>With regard to the appointment of a Chief Officer role, the Constitution states:-</p> <p>“An appointment panel of the Council shall appoint chief officers. That panel must include at least one member of the Cabinet.</p> <p>An offer of employment as a chief officer shall only be made where no well-founded objection from any member of the Cabinet has been received.</p>
RISK	It is important to ensure that there is a smooth transition from the current interim leadership to a permanent arrangement as quickly as possible and with minimum delays. This will enable the successful candidate to be involved in taking forward the improvement plan, the outcomes of the peer review and a new senior leadership structure.
THE IMPACT ON EQUALITY	No adverse impact for equality issues arising from this report.