



Council	Tuesday, 05 December 2017	Matter for Decision
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Title: **Review of the Vacancy of the Chief Executive**

Author(s): **Karen Pollard (Head of People and Performance)**

1. Introduction

This report seeks approval to advertise the vacancy of the Chief Executive in the external media in early January 2018.

2. Recommendation(s)

- 2.1. That Council approves an external recruitment exercise to be carried out and that a job advertisement be placed in the appropriate media early in January 2018.
- 2.2. That Council approve to seek assistance from East Midlands Council (EMC) to carry out the recruitment process.

3. Information

- 3.1. At the extraordinary meeting of the Council held on the 6 July 2017, it was agreed that a five Member Panel would review the vacant position of Chief Executive.
- 3.2. There was agreement from Members that they wished to see the Council retain the position of Chief Executive as paid Head of Service. It was suggested that the Council required a voice to represent the Authority at a senior level and past experience of sharing senior staff with another local authority had not proved to be successful.
- 3.3. A five Member Panel was set up and met twice to consider the options of whether to have an internal or external recruitment exercise.
- 3.4. The two meetings were supported by the external organisation EMC and they examined the risks and benefits of both an internal and external recruitment process.

Background Documents:

Report to the meeting of the Council held on 6 July 2017.

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Implications Review of the Vacancy of the Chief Executive	
Finance	The post of Chief Executive forms part of the current budgeted establishment.
Chris Raymakers (Head of Finance Revenues and Benefits)	
Legal	The report is satisfactory.
Dave Gill (Head of Law and Governance / Monitoring Officer)	
Corporate Risk(s) (CR)	<input checked="" type="checkbox"/> Other Corporate Risk(s)
Karen Pollard (Head of People and Performance)	If the council fails to attract quality staff to this role, we will not be able to deliver the services that we provide.
Corporate Priorities (CP)	<input checked="" type="checkbox"/> Effective Service Provision (CP2)
Karen Pollard (Head of People and Performance)	The appointment and retention of key staff leads to an effective service provision.
Vision & Values (V)	<input checked="" type="checkbox"/> "A Strong Borough Together" (Vision)
Karen Pollard (Head of People and Performance)	The Council will not meet its Vision without the appointment and retention of key staff. The leadership role of the Chief Executive is essential to the success of the organisation.
	<input checked="" type="checkbox"/> Accountability (V1)
	<input checked="" type="checkbox"/> Respect (V2)
	<input checked="" type="checkbox"/> Teamwork (V3)
	<input checked="" type="checkbox"/> Innovation (V4)
	<input checked="" type="checkbox"/> Customer Focus (V5)
Equalities & Equality Assessment(s) (EA)	There are no equalities implications.
Karen Pollard (Head of People and Performance)	<input checked="" type="checkbox"/> Not Applicable