



Full Council	Thursday, 22 February 2018	Matter for Information and Decision
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Title: **Proposed Appointment of Interview Sub-Panel
for the Vacancy of Chief Executive**

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

1. Introduction

Following the resignation of the previous incumbent, the Council has determined to appoint a new Chief Executive. The purpose of this report addresses the appointment and Terms of Reference of a proposed three-Member Interview Sub-Panel.

2. Recommendation(s)

That Council appoints a 3 Member Interview Sub-Panel from the existing 11-Member Interview Panel to interview candidates for the vacant post of Chief Executive.

3. Information

- 3.1 At its Annual General Meeting on 16 May 2017, the Council reappointed an Interview Panel comprising of 11 Members ("the 11-Member Panel"): however the Council's Constitution is silent as to the Terms of Reference or remit of that 11-Member Panel.
- 3.2. In the absence of any such detail, it is assumed that the remit of that 11-Member Panel is to be involved in the interviewing of Chief Officers (including the Chief Executive) and to make recommendations to Council on appointments of suitable candidates for those pertaining vacancies as of when they arise.
- 3.3. Members will also be aware that the East Midlands Councils (EMC) organisation is currently supporting the Leader of the Council with the ongoing recruitment process to appoint a new Chief Executive. On the advice of the EMC, the Council has been advised that an 11-Member Panel is likely to be unwieldy, and that any Panel of such or a similar a size may adversely impact on the recruitment process.
- 3.4. It is therefore proposed that a three-Member Interview Sub-Panel be appointed from the membership of the 11-Member Panel to interview candidates for the vacant post of Chief Executive and to recommend to Council the appointment of a suitably qualified candidate(s).

Background Documents:

Report to Full Council on 05 December 2017
Report to Full Council (AGM) on 16 May 2017

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Implications Proposed Appointment of Interview Sub-Panel (...)	
Finance	There are no financial implications arising from this report.
Christ Raymakers (Head of Finance, Revenues and Benefits)	
Legal	The legal implications are as set out in the report. The report is satisfactory.
David Gill (Head of Law & Governance / Monitoring Officer)	
Corporate Risk(s) (CR)	<input checked="" type="checkbox"/> Other Corporate Risk(s)
Karen Pollard (Head of People & Performance)	If the Council fails to attract quality staff to this role, service delivery will be affected.
Corporate Priorities (CP)	<input checked="" type="checkbox"/> Effective Service Provision (CP2)
Karen Pollard (Head of People & 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 & 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.
Equalities & Equality Assessment(s) (EA)	There are no equalities implications arising from this report.
Karen Pollard (Head of People & Performance)	<input checked="" type="checkbox"/> Not Applicable (EA)