

Chief Officer Appointments Panel

Friday 13 December 2024

PRESENT:

Councillor Laing, in the Chair.

Councillors Aspinall, Mrs Beer, Cresswell (Substitute for Councillor Evans OBE), Luggar, Penrose (Substitute for Councillor Blight), and Stephens.

Apologies for absence: Councillors Evans OBE and Blight.

Also in attendance: David Haley (Director of Children's Services), Chris Squire (Service Director, HROD), and Elliot Wearne-Gould (Democratic Advisor).

The meeting started at 10.00 am and finished at 2.00 pm.

Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

(The meeting was opened at 10:00 and adjourned until 12:00)

28. **Declarations of Interest**

There were no declarations of interest in respect of items on the agenda.

29. **Minutes**

The minutes of the meeting held on 14 November 2024 were agreed as a correct record.

30. **Chair's Urgent Business**

There were no items of Chair's Urgent Business.

31. **Recruitment of a Chief Officer**

Chris Squire (Service Director, HROD) and David Haley (Director of Children's Services) introduced the report and discussed:

- a) At the Chief Officer Appointments Panel on 15 November 2024, approval was given for the Director of Children's Services to consider the following options to replace the Service Director for EPS, including:
 - Asking an existing employee to act-up into the post.
 - Progressing the recruitment of an interim service director.

- b) While the preferred option was to ask that an existing employee act-up into the post, it has not been possible to progress the discussions to a favourable outcome;
- c) Other options had been considered to leave the post vacant however, the Service Director for EPS was a key role within the Children's Services management team, and continuity of leadership and experience in this role was required during this period;
- d) Consequently, contact was made with appropriate executive search agencies, and candidates had been identified as having the requisite skills, knowledge and experience for the role;
- e) Candidates has therefore been invited to an interview with the Chief Officer Appointments Panel today, 13 December 2024;
- f) If successful, it was proposed that interim be engaged initially for 6 months, but with the option to extend to 9 months pending the permanent appointment to the role;
- g) The recommendations put forward to the Chief Officer Appointment Panel were to recruit an interim post holder, pending permanent recruitment to the role.

The Panel agreed:

- 1. To note content of the report.
- 2. To undertake a recruitment process for the post of Service Director for EPS, in order to appoint to the post on a permanent basis.
- 3. To undertake a formal interview for the post of Interim Service Director for EPS.

32. **Exempt Business**

The Panel agreed to pass a resolution under Section 100(4) of the Local Government Act, 1972 to exclude the press and public from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

33. **Confidential Minutes**

The Panel agreed the confidential minutes of the meeting held on 14 November 2024 as a correct record.

34. **Recruitment of a Chief Officer**

This item was considered under Part Two.

Following an interview process, the Panel unanimously agreed to offer the role of Interim Service Director for Education, Participation and Skills, to Amanda Davis for a 6 month period, with options to extend for 3 months, subject to Cabinet approval.

(Please note, there is a confidential part to this minute)

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