

Chief Officer Appointments Panel

Friday 4 July 2025 and 07 July 2025

PRESENT:

Councillor Evans OBE, in the Chair.

Councillors Mrs Beer, Blight, Coker, Dann, Lowry and Lugger.

Also in attendance: Tracey Lee (Chief Executive), Chris Squire (Service Director for HROD) and Jake Metcalfe (Democratic Advisor).

The meeting started at 10.00 am and was adjourned at 3.56pm. The meeting was reconvened on 07 July 2025 at 1pm and finished at 1.07pm.

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.

1. Apologies

There were apologies from:

- Councillor Laing, Councillor Lowry substituted
- Councillor Aspinall, Councillor Dann substituted

2. Declarations of Interest

There were no declarations of interest.

3. Chair's Urgent Business

There were no items of chairs urgent business.

4. Recruitment to the role of Chief Operating Officer

Chris Squire (Service Director for HROD) presented the report to the Panel and highlighted the following key points:

- a) An extensive search and selection process had taken place in which a search agency were asked to also look for candidates within the private sector;
- b) There had been two previous recruitment processes for the Chief Operating Officer role which were unsuccessful;
- c) Three candidates were selected for interview following completion of the assessment centre.

In response to questions raised it was reported that:

- d) References for candidates are used to supplement the recruitment process;
- e) The assessment centre was reported to be very rigorous and candidates go through a number of different stakeholder events;
- f) The successful candidate would be required to go through a six month probationary period.

The Panel agreed to:

- 1. Note the content of this report;
- 2. Undertake formal interviews for the role of Chief Operating Officer.

5. **Exempt Business**

The Panel agreed that 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 1 of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

6. **Recruitment to the role of Chief Operating Officer**

The Panel adjourned for further discussions at 3.56pm and the meeting would be reconvened on 07 July 2025 at 1pm.

Councillors Coker, Dann and Lugger did not return to the meeting following the adjournment.

Following an interview process, the Panel agreed to appoint candidate Si Bellamy to the position of Chief Operating Officer subject to Cabinet agreement and the necessary pre-employment checks.