

**Report of** *Chief HR Officer*

**Report to** *Employment Committee*

**Date:** *14th December 2016*

**Subject:** *Appointment of Director, Communities*

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix 3 is exempt under rule (10.4 (1) & (2))	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

**Summary of main issues**

This report explains the reasons for the recruitment to the new Director of Communities post, arising from the reshaping of the Corporate Leadership Team, and outlines the recruitment process.

**Recommendations**

- 6.1 The Employment Committee is asked to:
  - 6.1.1 Note the process for the recruitment of the post of Director, Communities
  - 6.1.2 Following the interview process make a recommendation for appointment.

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the recruitment to the Director of Communities post and sets out the recruitment process.

## **2 Background information**

- 2.1 Against the backdrop of the delivery of our ambitions within the current and future context the time is right to review our organisations shape to ensure our achievements to date can be continued and improved, whilst significant savings are made. This change will allow the next phase of cultural change to be effective because there will be simpler and flatter structures.
- 2.2 The last major overhaul of the Council's organisation shape was in 2006. Following the Commission in 2012, there was work done to look at the role of local government. This suggested:
  - 2.2.1 a strong city strategic leadership role, to achieve Best City ambitions by driving the economy through housing and business growth: supporting the wellbeing of the population; and enabling sustainability of the city's environment. Enabling and delivering a broad range of services in localities, using a variety of innovative approaches to work with communities to meet need and improve outcomes. Supported by a strong corporate enabling function.
- 2.3 Since 2010, there has been a significant reduction in the workforce (2000+ staff), the transfer of Housing and Public Health into the Authority and changes in the way many services (including support services) are delivered.
- 2.4 With a further significant budget challenge, we have a number of cross cutting reviews underway to support the delivery of our medium term financial strategy. Both the Locality Review and the Support Services Reviews, along with the remaining '99' service reviews will significantly change the way in which services are delivered.
- 2.5 The developing direction of travel from the service reviews coupled with the current make up of the Corporate Leadership Team (CLT) has resulted in an emerging new organisational shape that will be effective from 1<sup>st</sup> April 2017. This is in line with the previous work undertaken about the role of local government.
- 2.6 From 1<sup>st</sup> April 2017 CLT will be smaller in size currently 9 members in size reducing to 7, saving approximately £200k. The post of Deputy Chief Executive will be deleted when the current post holder retires at the end of March 2017 leading to a move of some functions and responsibilities amongst the other members of CLT. The current Director of Environments and Housing will take on the role of the Director of Strategy and Resources from 1<sup>st</sup> April 2017.
- 2.7 The post of Assistant Chief Executive Citizens and Communities will be deleted from 31<sup>st</sup> March 2017. The majority of existing Citizens and Communities and Environment and Housing functions will be merged under the new Communities Directorate

### **3 Main issues**

- 3.1 The changing scope of the new Communities Directorate significantly increases the leadership responsibilities and accountabilities to lead the new functions. The new Director Communities will lead this new area
- 3.2 The post has been advertised throughout the Authority requesting expressions of interest.
- 3.3 The recruitment process is being coordinated by Human Resources. The post Advert, Role Specification and Profile are attached as appendix 1. The process identifies the following steps:
- a. Closing date for expressions of interest in the role is 5<sup>th</sup> December with an Employment Committee on 14<sup>th</sup> December 2016
  - b. A stakeholder discussion with key external stakeholders

Expressions of interest applications are attached to the Employment Committee report (Appendix 3)

### **4 Corporate Considerations**

#### **4.1 Consultation and Engagement**

- 4.1.1 The proposals contained in this report have been consulted with the leadership of the Council and with key partners.

#### **4.2 Equality and Diversity / Cohesion and Integration**

- 4.2.1 This post has had an equality impact assessment. (Appendix 2)

#### **4.3 Council policies and the Best Council Plan**

- 4.3.1 This post will make a significant contribution to the Council's ambition to be the Best City with greater emphasis on work in localities.

#### **4.4 Resources and value for money**

- 4.4.1 The post is an established post within the budget provision for 2016/17.

#### **4.5 Legal Implications, Access to Information and Call In**

- 4.5.1 This post is a Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.
- 4.5.2 The candidate information in the report is exempt from publication. Appendix III attached to this report relates to the personal details of candidates applying for employment within the authority.

It is considered that since this information relates to the personal details of Council Employees it is not in the public interest to disclose this information at this point in time.

Also it is considered that the release of such information would or would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future

It is therefore considered that this element (Appendix 3) of the report should be treated as exempt from publication under Rule 10.4.(1) and (2) of the Access to Information Procedure Rules.

## **4.6 Risk Management**

- 4.6.1 The Council has clear responsibilities for reducing inequalities across the city, particularly in some of our most deprived neighbourhoods, and a failure to recruit to this post will impact on its ability to fulfil these responsibilities.

## **5 Conclusions**

- 5.1 Members of the Employment Committee are to agree the content of this report.

## **6 Recommendations**

- 6.1 The Employment Committee is asked to :
- 6.1.1 Note the process for the recruitment of the post of Director, Communities
- 6.1.2 Following the interview process make a recommendation for appointment

## **7 Background documents<sup>1</sup>**

- 7.1 N/A

## **Appendixes for the report**

- Appendix 1 Advert, Role Specification and Profile
- Appendix 2 Equality Screening report
- Appendix 3 Expressions of Interest from Shortlisted candidates

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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.