

Appointment of Director of Resources

Date: 13th December 2022

Report of: Chief Executive

Report to: Employment Committee

Will the decision be open for call in?

Yes No

Does the report contain confidential or exempt information?

Yes No

Brief summary

This report outlines the reasons and timeline for the recruitment and selection to the post of Director of Resources.

Recommendations

- a) Note the reasons and timeline for the recruitment of the post of Director of Resources
and
- b) Following the selection process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

What is this report about?

- 1 This report outlines the reasons and timeline for the recruitment to the post of Director of Resources. The current Director of Resources is retiring at the end of March 2023. The Chief Executive is therefore proposing to recruit and select to this post on a permanent basis.
- 2 The post of Director of Resources provides strategic leadership for the Resources Directorate covering core support services including Finance, Legal & Democratic Services, Human Resources, Marketing & Communications, Shared Services, Sustainable Energy & Air Quality and Integrated Digital Services along with frontline services within Civic Enterprise Leeds.
- 3 The post holder is accountable to the Chief Executive and their work falls under the Executive Portfolio of Resources.
- 4 An employment committee convened on 25th November 2022 to consider a longlist of candidates that had submitted an application for this role. A total of 17 candidates submitted an application. Of these 17 applicants the employment committee approved 7 candidates to progress to the next stage of the recruitment process, which is a technical interview.
- 5 The technical interviews took place on 29th and 30th November 2022. The outcome of the technical interviews were discussed at the Employment Committee on 6th December 2022 to determine a shortlist of candidates who will be invited for final interview at the Employment Committee scheduled for 13th December 2022.

What impact will this proposal have?

- 6 Recruiting to this post will ensure strategic leadership capacity is maintained to deliver our priorities in line with the Best City Ambition and Organisational Plan. In addition, within the current financial context, the postholder will continue to lead and drive workplace and workforce transformation to deliver better services for less resource within a positive and supportive culture.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 7 Making this appointment will also ensure relevant issues in relation to the above three pillars are considered across the Resources Directorate.

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted?

Yes

No

- 6 The proposals contained in this report have been agreed by the Executive Board Member for Resources. Trade Union colleagues have also been updated on the proposal to recruit to this role.

What are the resource implications?

- 7 The Director of Resources is an established post and is within budget provision for 2022/23, and therefore no additional costs will be incurred in making this appointment.

What are the key risks and how are they being managed?

- 8 There are no identified risks with the proposals set out in this report. Subject to a successful recruitment and selection process there will be a transition from the current postholder to the new postholder ensuring leadership continuity.

What are the legal implications?

- 9 This post is an Employment Committee appointment pursuant to the criteria set out in the Officer Employment Procedure Rules and will be recruited to in accordance with those Procedure Rules.

Candidate information as part of this recruitment exercise is detailed within Appendix 2 which is exempt from publication. It is considered that this information will relate to individuals' personal details.

Also, it is considered that the release of such information in Appendix 2 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 future candidate information in Appendix 2 should be treated as exempt from publication under the provisions of paragraphs 10.4 (1) and (2) of the Access to Information Procedure Rules

Options, timescales and measuring success

What other options were considered?

- 10 Alternative options, including not recruiting to and reconfiguring this role, were considered. However, permanent recruitment has been identified as the best option at this stage primarily to ensure strategic leadership in delivering against our corporate priorities including managing the Council's finances, modernising the working environment and maximising digital transformation opportunities.

How will success be measured?

- 11 Recruiting to this role will build on the Council's achievements to date and will provide the leadership capacity to support the delivery of the Council's priorities as set out in the Best City Ambition and Organisational Plan.

What is the timetable and who will be responsible for implementation?

12 The recruitment & selection process is being co-ordinated by Human Resources and the timeline is as follows:

- Proventure Consulting was engaged to support this recruitment process via the Council's Executive Search and Selection Framework Contract.
- The role was advertised via The MJ and The Guardian with a closing date of 21st November 2022.
- Employment Committee Longlisting scheduled for 25th November 2022.
- Technical Interviews scheduled for w/c 28th November 2022.
- Employment Committee Shortlisting scheduled for 6th December 2022.
- Employment Committee Final Interview scheduled for 13th December 2022.

Appendices

- Appendix 1 Job Description
- Appendix 2 – Shortlisted applicant details (designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2))

Background papers

- None