

## Appointment of Chief Officer, Housing

Date: 17<sup>th</sup> January 2022

Report of: Chief Officer, Human Resources

Report to: Employment Committee

Will the decision be open for call in?  Yes  No

Does the report contain confidential or exempt information?  Yes  No

### What is this report about?

This report outlines the reasons for the permanent recruitment to the post of Chief Officer, Housing in the Communities, Housing and Environment Directorate.

The appointment of this key leadership post will contribute to the [Best Council Plan 2020 - 2025](#) through being an efficient and enterprising organisation and making the best use of our resources particularly in relation to 'our people' and 'our money'.

The [Best Council Plan 2020 - 2025](#) maintains our long-term 'Best City' strategic focus on tackling poverty and inequalities through a combination of strengthening the economy and doing this in a way that is compassionate and caring, allowing us to support the people who need it most and sets out a number of priority areas relating to housing, which are:

- Housing of the right quality, type, tenure, and affordability in the right places.
- Minimising homelessness through a greater focus on prevention.
- Providing the right housing options to support older and vulnerable residents to remain active and independent; and
- Improving energy performance in homes, reducing fuel poverty

Furthermore, the council's housing strategy sets out our ambitions for effectively meeting housing need to make Leeds the best place to live.

### Recommendations

The Employment Committee is asked to:

- Note the process for the recruitment of the post of Chief Officer; Housing; and
- Following the interview 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.

### **Why is the proposal being put forward?**

- 1 The previous Chief Officer, Housing retired from the Council on 2<sup>nd</sup> November 2020, and after a period temporary arrangement through acting-up, the Director of Communities, Housing and Environment now proposes to permanently recruit to the vacant post.

### **What impact will this proposal have?**

**Wards affected:**

Have ward members been consulted?       Yes       No

- 2 The post of Chief Officer, Housing is strategically and operationally responsible for the Council's housing strategy and the delivery of agreed outcomes, targets and objectives as determined by the [Best Council Plan 2020 - 2025](#).
- 3 Recruiting to this role will build on achievements to date and continue to deliver positive outcomes for Leeds. This will be done by creating a culture of excellence in service delivery and continuous improvement that focusses on maximising resources and delivers agreed outcomes and objectives in accordance with the values, vision and service priorities.

### **What consultation and engagement has taken place?**

- 4 The proposals contained in this report have been consulted with the leadership of the Council and Executive Members. Consultations have also taken place with the trade unions.

### **What are the resource implications?**

- 5 The post is an established post, and the salary is contained within the budget provision.

### **What are the legal implications?**

- 6 This post is an Employment Committee appointment in line with 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.

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

- 7 The Council has responsibilities for the housing strategy in the City and a failure to recruit to this key senior leadership post will impact on its ability to fulfil these responsibilities.

## Does this proposal support the council's three Key Pillars?

- Inclusive Growth       Health and Wellbeing       Climate Emergency

8 This proposal represents opportunities to support each of the above Key Pillars.

## Options, timescales and measuring success

### What other options were considered?

9 N/A

### How will success be measured?

10 Success will be measured by assessing achievement of the KPI's as stated in the [Best Council Plan 2020 - 2025](#) – see below.

- Growth in new homes in Leeds
- Number of affordable homes delivered
- Housing mix in the city
- Percentage of housing adaptations completed within target timescale
- Improved energy and thermal efficiency performance of houses
- Number of households in fuel poverty
- Number of homeless preventions
- Number of rough sleepers in Leeds

### What is the timetable for implementation?

11 The post has been advertised externally on the Leeds City Council job site and in Municipal Journal (online and paper publication). The recruitment process is being co-ordinated by Human Resources and the timeline is as follows:

- Job advertised – 10<sup>th</sup> December 2021
- Job advert closed – 31<sup>st</sup> December 2021
- Short List by Employment Committee – 17<sup>th</sup> January 2022
- One to One discussion with the Director - TBC
- Interviews by Employment Committee – 31<sup>st</sup> January 2022

## Appendices

12 Appendix 1 - Role Profile and Role Specification  
Appendix 2 - Candidate Information – Exempt from publication under the provisions of Access to Information Procedure Rule 10.4(1) & (2)

## Background papers

13 None