

## Appointment of Chief Officer, Environmental Services

Date: 19<sup>th</sup> January 2022

Report of: Chief Officer, Human Resources

Report to: Employment Committee - Shortlisting

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, Environmental Services 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', 'our money' and 'our communities'.

Working as part of the Best Council Leadership Team this is a key post that will help the council to achieve the ambition to become the best city council in the country. Specifically the post is responsible for shaping, influencing and delivering the Councils Environmental and Waste Strategies which supports the 'sustainable infrastructure' priority within the Best Council Plan (BCP) which includes 'promoting a more competitive, less wasteful, more resource efficient, low carbon economy'. A Key Performance Indicator within the BCP 'percentage of waste recycled' will be a contributing measurement of this.

The management of the city's waste combined with the influence to change the behaviours of business and residential communities is key to achieving the Councils goal of carbon neutrality by 2030

### Recommendations

The Employment Committee is asked to:

- Note the process for the recruitment of the post of Chief Officer; Environmental Services; 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, Environmental Services retired from the Council in May 2020. Since then the post has been occupied on 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, Environmental Services is responsible for strategic direction, leadership and management of the Environmental Services portfolio in Leeds delivering environmental cleanliness and delivering good waste management collection and disposal services for domestic waste. This collective of services takes its direction from the interim waste strategy for the city, approved in 2019.

The post holder will be accountable to the Director of Communities, Housing and Environment and working as part of the Best Councils Leadership Team will live and model values and behaviours to ensure Leeds be the best city council in the country.

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

- 3 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?**

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

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

- 5 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?**

- 6 Failure to recruit to this post will impact the Council on its ability to fulfil the Environmental and Waste strategies that are fundamental to Leeds business and residential communities.

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

- Inclusive Growth       Health and Wellbeing       Climate Emergency

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

## Options, timescales and measuring success

### What other options were considered?

8 N/A

### How will success be measured?

- Success will be measured by assessing achievement of the KPI's as stated in the [Best Council Plan 2020 - 2025](#) , specifically Promoting a more competitive, less wasteful, more resource efficient, low carbon economy measured by;
  - Percentage of waste recycled and
  - Carbon emissions across the city.

### What is the timetable for implementation?

9 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 advert closed – 12 March 2020
- Long list by Director of Communities and Environment and HR- 16 March 2020
- Longlist contacted and reaffirmed intentions – 5 Dec 2020
- Short List by Employment Committee – 19 Jan 2022
- 1-1 virtual call by Director of Communities and Environment – date to be confirmed
- Interviews by Employment Committee – 2 Feb 2022

## Appendices

- 12 Appendix 1 - Role Profile / 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