

Appointment of the Interim Director of City Development

Date: 26th March 2024

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

(*Appendix 2 – Under Access to Information Procedure Rule 10.4 (1) & (2))

Brief summary

This report outlines the reasons for the recruitment and selection to the post of Interim Director of City Development.

Recruiting to this role will build on the ongoing development and sustainability of the city of Leeds as a key commercial and cultural centre within the Yorkshire and Humber region, which operates at a global scale. The role has responsibility for the economic growth of the city including regeneration work, support to businesses and jobs and skills, in addition to planning, asset management, highways, museums, galleries, sports and leisure, markets and cultural events.

The post is an established post and within budget provision for 2024/25 and beyond.

Recommendations

- a) Note the process for the recruitment and selection to the post of Interim Director of City Development.

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 for the recruitment to the post of Interim Director of City Development.

- 2 The current post holder will step down from the permanent role of Director of City Development in September 2024. It is proposed to appoint to the role on a temporary basis for a 12 month period in the first instance.
- 3 The role of Director of City Development provides strategic leadership for the City Development Directorate covering Asset Management and Regeneration, Culture and Economy, Highways and Transportation, Planning and Sustainable Development and Operations and Active Leeds.
- 4 The post holder is accountable to the Chief Executive and their work falls under the Executive Members for; 'Adult Social Care, Public Health and Active Lifestyles', 'Economy, Culture and Education', 'Housing', 'Sustainable Development and Infrastructure' and 'Resources'.

What impact will this proposal have?

- 5 Appointment to this post will ensure continued contribution to the Best City Ambition - our overall vision for the future of Leeds.

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

Health and Wellbeing Inclusive Growth Zero Carbon

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

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted? Yes No

- 7 The proposals contained in this report have been agreed by the Executive Board Members.

What are the resource implications?

- 8 The Director of City Development is an established post and is within budget provision for 2024/25, and therefore no additional costs will be incurred in making this interim appointment.

What are the legal implications?

- 9 The Director of City Development plays a significant role in delivering the strategic aims of the Council, city, region as well as national strategic aims and priorities. Failing to fill the post could negatively impact upon the ability of the Council to promote the continued economic success and competitiveness of the city and secure the future of the city as an attractive and vibrant place for citizens and business.
- 10 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.

- 11 Candidate information as part of this recruitment and selection exercise is detailed within Appendix 2 and is designated as being exempt from publication. This information relates to individuals' personal and employment details.
- 12 Also, it is considered that the release of such information in Appendix 2 would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future. It is therefore considered that it is in the public interest for the future candidate information in Appendix 2 to 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?

- 13 A full permanent recruitment exercise was considered. However interim internal recruitment has been identified as the best option at this stage, primarily to ensure strategic leadership stability and continuity.

How will success be measured?

- 14 Recruiting to this role will build on the continued economic success and competitiveness of the city, locally, nationally and internationally through the building of stronger and productive partnerships with the business community and key partners.

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

- 15 The recruitment and selection process is being co-ordinated by the Human Resources team. The post has been advertised on the Leeds City Council jobsite as an internal vacancy. The recruitment and selection timeline is as follows:
 - Job advertisement live on LCC Jobsite - 19th February 2024.
 - Job advertisement closed - 4th March 2024.
 - Shortlist by Employment Committee – 26th March 2024.
 - Internal Stakeholder Panel – 8th April 2024
 - External Stakeholder Panel – 8th April 2024
 - Selection Interviews by Employment Committee – 9th April 2024.
- 16 Following the selection process, should an appropriate candidate be identified, the Employment Committee is asked to make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

Appendices

- Appendix 1 Information Pack provided to candidates which includes advert and job profile.
- Appendix 2 - Applicant details - designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2).

Background papers

- None