

Appointment of the Director of City Development

Date: 27th January 2025

Report of: Interim Assistant Chief Executive – People, Digital & Change

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 for the recruitment and selection to the post of 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 Director of City Development on a permanent basis.

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 Director of City Development.
- 2 An interim arrangement is currently in place to cover the role. This was agreed for a temporary 12 month period which is due to come to an end in August 2025.

- 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, Active Lifestyles & Culture'; 'Economy, Transport & Sustainable Development'; 'Housing' and 'Resources'.

What impact will this proposal have?

- 5 Appointment to this post will secure the sufficient level of capacity, experience, knowledge and skills to provide clear leadership and deliver vital programmes of work, ensuring continued contribution to the Best City Ambition - our overall vision for the future of Leeds.
- 6 Recruitment on a permanent basis will enable the current temporary arrangements to end and provide stability for the service at a senior leadership level and ensure the long-term vision for the service is driven and maintained.

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 City Development Directorate.

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted? Yes No

- 8 Approval to recruit to the post has been obtained in accordance with the Council's vacancy control process and is supported by the Executive Board Members.

What are the resource implications?

- 9 The Director of City Development is an established post and is within budget provision for 2024/25.

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

- 10 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 permanently 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.

What are the legal implications?

- 11 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.
- 12 Candidate information as part of this recruitment and selection exercise is detailed within confidential Appendix 2 (to follow). This information relates to individuals' personal and employment details and is designated as being confidential.
- 13 The Council's Access to Information Procedure Rules require that the public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted, or the nature of the proceedings that confidential information would be disclosed. As such, the personal information contained within Appendix 2 to this report which identifies individuals in the form of application details, is designated as being confidential under the provisions of Access to Information Procedure Rule 9. Therefore, when the committee considers this information, the public must be excluded from the meeting.

Options, timescales and measuring success

What other options were considered?

- 14 Interim arrangements have been in place since August 2024 and it was considered that permanent recruitment to the post is the best option at this stage, to ensure long term strategic leadership stability. This is also in cognisance of the new Chief Executive's emerging organisation design workstream.

How will success be measured?

- 15 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?

- 16 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 external vacancy. The recruitment and selection timeline is as follows:
 - Job advertisement live on LCC Jobsite – 9th January 2025.
 - Job advertisement closed – 19th January 2025
 - Shortlist by Employment Committee – 27th January 2025.
 - Internal Stakeholder Panel – 10th February 2025
 - External Stakeholder Panel – 10th February 2025
 - Selection Interviews by Employment Committee – 10th February 2025.
- 17 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 being confidential under the provisions of Access to Information Procedure Rule 9 (to follow).

Background papers

- None