

Agenda Item 24.

TITLE	Long List for Director Children Services
FOR CONSIDERATION BY	Extraordinary Personnel Board on 26 July 2018
WARD	None Specific;
DIRECTOR	Interim Chief Executive Manjeet Gill

OUTCOME / BENEFITS TO THE COMMUNITY

To approve the candidates to be taken forward to Long List Interview.

RECOMMENDATION

The Board is recommended to:

- 1) Review the applicants submitted by the Executive Search firm, Penna
- 2) Support proceeding with longlist interviews for those classified as 'A' candidates
- 3) Consider those candidates classified as 'B+' and 'B' and decide which, if any to take forward for Long list interview
- 4) Accept the proposal to reject the candidates classified as 'C'

SUMMARY OF REPORT

Attached as Appendix 1 is the report prepared by Penna which includes both the Candidate Brief that was presented to candidates, together with a summary of the applicants, the Executive Search firm recommendations and the candidate's c.v.'s and supporting statements.

Members are asked to review the report, support recommendations with regards to 'A' candidates and 'C' candidates and then consider which of the 'B+/B' candidates to take forward to Long list interviews with Penna, alongside a technical interview.

Background

The role is currently being covered via Lisa Humphreys on an interim basis following the decision to split the Director of People Services role into two.

Penna were selected as the most suitable Executive Search firm and have undertaken both headhunting and an extensive advertising campaign to identify suitable candidates.

There are 10 candidates of which 5 are recommended to take forward for long list interview, 1 is recommended to be rejected and the remaining 4 need to be reviewed and a decision be made as to whether to long list. Appendix 2 is a pre-selection matrix for Members to consider the evidence in the applications in relation to the requirements in the job description.

Analysis of issues

For those c.v.'s Members are being asked to consider in depth, the C.V's have been analysed against the requirements in the Person Specification in relation to knowledge, skills and experience. A score has been allocated to each area as follows:

0 = No relevant evidence provided, does not meet the criteria

1 = Some evidence provided, partially meets the criteria

2 = Evidence provided, mainly meets the criteria

3 = Evidence provided, fully meets the criteria

Members are requested to review the scoring and decide whether to put these candidates forward for long-listing, alongside those who have been classified as 'A' candidate.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	N/A	N/A
Next Financial Year (Year 2)	Nil	N/A	N/A
Following Financial Year (Year 3)	Nil	N/A	N/A

Other financial information relevant to the Recommendation/Decision

N/A

Cross-Council Implications

N/A

Reasons for considering the report in Part 2
Appendices contain personal and sensitive data

List of Background Papers
Appendix 1 – Penna Long List report
Appendix 2 – Pre-selection matrix for “B+/B” classified candidates

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