

Agenda Item 37.

TITLE	Recruitment of Director, Children's Services
FOR CONSIDERATION BY	Personnel Board on 6 September 2018
WARD	None Specific
DIRECTOR	Chief Executive - Interim Manjeet Gill

OUTCOME / BENEFITS TO THE COMMUNITY
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To appoint a permanent Director, Children's Services to ensure the Statutory responsibilities are properly discharged.
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RECOMMENDATION

To note the recruitment process and assess the candidates for appointment.
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SUMMARY OF REPORT

This report outlines the recruitment process for the Director, Children's Services
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Background

The role is currently being covered via interim arrangements following the departure of Lisa Humphrey's on 21 August 2018. The Role Profile is attached at Appendix 1. Penna were selected as the most suitable Executive Search firm and have undertaken both headhunting and an extensive advertising campaign to identify suitable candidates.

Analysis of Issues

Penna were commissioned to seek external candidates and following a thorough pre-selection and long listing process 5 applications have been shortlisted for formal selection and assessment. Please see candidates' information at Appendix 2 (Part 2 sheet). Psychometric assessment reports are to follow.

Interviews will be carried out by members of the Personnel Board on 6 September 2018. See timetable at Appendix 3 (Part 2 sheet). Questions for the panel interview are being developed in line with our Competency Framework and will be circulated prior to interview.

At 09:00 on the 6 September the Personnel Board will convene to prepare for interviews commencing at 09:30. The panel will determine whether to make an offer of employment to their preferred 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		
Next Financial Year (Year 2)	Nil		
Following Financial Year (Year 3)	Nil		

Other financial information relevant to the Recommendation/Decision

N/A

Cross-Council Implications

N/A

Reasons for considering the report in Part 2

Personal information is contained in the Appendices which are in Part 2

List of Background Papers

Appendix 1 – Role Profile for Director, Children's Services
Appendix 2 – Short listed candidates

Appendix 3 – timetable

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