

# Agenda Item 44.

<b>TITLE</b>	<b>Long List for Permanent Chief Executive and Director, Locality &amp; Customer Service</b>
<b>FOR CONSIDERATION BY</b>	Personnel Board on 4 October 2018
<b>WARD</b>	None Specific
<b>DIRECTOR</b>	Chief Executive - Interim Manjeet Gill

## **OUTCOME / BENEFITS TO THE COMMUNITY**

To approve the candidates to be taken forward to Long List Interview for the roles of Chief Executive and Director, Locality & Customer Services.

## **RECOMMENDATION**

Members are 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 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 & 2 are the reports prepared by Penna for the Chief Executive and Director, Locality & Customer Service respectively 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 reports, support recommendations with regard to 'A' candidates and 'C' candidates and then consider which of the 'B' candidates to take forward to Long list interviews with Penna and the technical interviewers.

## **Background**

### Chief Executive

The role is currently being covered by Manjeet Gill on an interim basis. Penna were selected as the most suitable Executive Search firm and have undertaken both headhunting and an extensive advertising campaign to identify suitable candidates.

### Director Locality & Customer Services

Our current permanent Director has been successful in securing the role of Chief Executive at Slough Borough Council and Penna have been commissioned to undertake an Executive search to identify suitable candidates.

## **Analysis of Issues**

### **Chief Executive**

There are 16 candidates of which 8 are recommended to take forward for long list interview, 6 are recommended to be rejected and the remaining 2 need to be reviewed and a decision be made as to whether to long list.

For those c.v.'s Members are being asked to consider in depth, the C.V's and whether they meet the essential requirements of the job descriptions and decide whether these too should be taken forward for long list interview.

### **Director, Locality & Customer Service**

There are 23 candidates of which 9 are recommended to take forward for long list interview, 8 are recommended to be rejected and the remaining 6 need to be reviewed and a decision be made as to whether to long list.

For those c.v.'s Members are being asked to consider in depth, the C.V's and whether they meet the essential requirements of the job descriptions and decide whether these too should be taken forward for long list interview.

## **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)	n/a	n/a	n/a
Next Financial Year (Year 2)	n/a	n/a	n/a
Following Financial Year (Year 3)	n/a	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**

The appendices contain personal information about the candidates

<b>List of Background Papers</b>	
Appendix 1 – Report prepared by Penna regarding Chief Executive applications - part 2 item	
Appendix 2 – Report prepared by Penna regarding Director, Locality & Customer Services – part 2 item	
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