

Agenda Item 56.

TITLE	Short List for Permanent Chief Executive and Director, Locality & Customer Services
FOR CONSIDERATION BY	Personnel Board on 31 October 2018
WARD	None Specific
LEAD OFFICER	Lead Specialist HR – Sarah Swindley

OUTCOME / BENEFITS TO THE COMMUNITY

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

RECOMMENDATION

Members are recommended to:

- 1) Review the reports submitted by the Executive Search firm, Penna with regard to the long listed applicants for the permanent role of Chief Executive who attended Technical Interviews on 16 and 17 October and decide which, if any to take forward for Short List interview on 14 November;
- 2) Review the reports submitted by the Executive Search firm, Penna with regard to the long listed applicants for the permanent role of Director, Locality & Customer Service who attended Technical Interviews on 17 and 18 October and decide which, if any to take forward for Short List interview on 5 December

SUMMARY OF REPORT

Attached as Appendix 1 and 2 are the reports prepared by Penna which details their feedback from the Long list technical interviews for the roles of Chief Executive and Director, Locality and Customer Service, respectively. (*Part 2 sheets*)

Members are asked to review these reports and consider which of the candidates to take forward to short list interview.

Background

Chief Executive

The role is currently being covered 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

The previous 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

Analysis is contained in Appendices 1 & 2.

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

Appendices 1 & 2 contain personal information with regards to the long listed candidates

List of Background Papers

Appendix 1 – Chief Executive - report on Technical Interviews
Appendix 2 – Director, Locality & Customer Service – report on Technical Interviews
(Appendix 2 to follow)

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