

Agenda Item 70.

TITLE	Chief Executive recruitment
FOR CONSIDERATION BY	Personnel Board on 5 December 2018
WARD	None Specific
DIRECTOR	Chief Executive - Acting Heather Thwaites

OUTCOME / BENEFITS TO THE COMMUNITY
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To appoint a permanent Chief Executive to ensure that statutory duties of the Head of Paid Service are properly discharged.

RECOMMENDATION

To note the recruitment process and assess the candidates for appointment, identifying a preferred candidate to propose to Full Council.
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SUMMARY OF REPORT

This report outlines the recruitment process for the permanent Chief Executive.

Background

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.

Analysis of Issues

Members approved the permanent recruitment to the role of Chief Executive and agreed the revised Role Specification (Attachment 1) at Personnel Board on 5 September 2018.

Penna were commissioned to seek candidates and following a thorough preselection, long listing and short listing process 6 applicants have been invited to the final interview and selection day on 5 December 2018. Please see candidates' information at Attachment 2 (part 2 sheet).

Interviews will be carried out by members of the Personnel Board on 5 December 2018. See timetable at Attachment 3 (part 2 sheet). Questions for the panel are being developed in line with our Competency Framework and will be circulated prior to interview. Candidates have also been asked to prepare a presentation for Personnel Board on "What will be your key priorities in leading this Council in the next 3 months, 12 months, and over the next 3 years? What challenges do you foresee, and how will you overcome them" and will meet with a Stakeholder Panel, an Employee Panel, Overview & Scrutiny Committee and will have a conversation with the Conservative Group Leader.

At 09:45 on 5 December 2018 the Personnel Board will convene to prepare for interviews commencing at 10:00. The panel will determine their preferred candidate and make the recommendation to Full Council, subject to the majority of the Executive stating no objections, and decide on the remuneration to be offered within the pay range agreed at Personnel Board on 19 June 2018 (i.e. £145,000 to £170,000).

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
As agreed at Personnel Board on 19 June 2018 Performance Related Pay is no longer payable to the Chief Executive role.

Cross-Council Implications
N/A

Reasons for considering the report in Part 2
Appendices contain personal information

List of Background Papers
Attachment 1 – Role Specification for Chief Executive Attachment 2 – Candidate Information (part 2 sheet) Attachment 3 – Timetable (part 2 sheet)

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