

Agenda Item 80.

| | |
|-----------------------------|--|
| TITLE | Permanent recruitment of Director, Locality and Customer Services |
| FOR CONSIDERATION BY | Personnel Board on 18 December 2018 |
| WARD | None Specific |
| DIRECTOR | Chief Executive - Interim Heather Thwaites |

OUTCOME / BENEFITS TO THE COMMUNITY

To appoint a permanent Director, Locality & Customer Services to ensure that front line services are effectively delivered.

RECOMMENDATION

To note the recruitment process and assess the candidates for appointment, agreeing the candidate to be offered the position, subject to the majority of the Executive having no objection.

SUMMARY OF REPORT

This report outlines the recruitment process for the permanent Director, Locality & Customer Services.

Background

The role is currently being covered through an internal secondment. 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 candidates and following a thorough preselection, long listing and short listing process 5 applicants were invited to the final interview and selection day on 18 December 2018. Since short listing on 31 October 2 candidates have secured alternative roles and we therefore have 3 candidates to consider for the role. Please see candidates' information at Attachment 1 (part 2 sheet).

Interviews will be carried out by members of the Personnel Board on 18 December 2018. 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 the Locality & Customer Services directorate 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, and the Executive Members who have portfolio responsibility within the Directorate.

At 09:15 on 18 December 2018 the Personnel Board will convene to prepare for interviews commencing at 09:30. The Board will determine their preferred candidate and make the recommendation to Executive, and subject to the majority of the Executive stating no objections, confirm the remuneration to be offered of £112,695, plus Performance Related Pay.

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

None

Cross-Council Implications

None

| |
|---|
| Reasons for considering the report in Part 2 |
| Appendix – confidential personal information |

| |
|--|
| List of Background Papers |
| Attachment 1 – Candidate Information Pack (part 2 sheet) |

| | |
|--|---|
| Contact Sarah Swindley | Service Business Services |
| Telephone No Tel: 0118 974 6076 | Email sarah.swindley@wokingham.gov.uk |

This page is intentionally left blank