

Bath & North East Somerset Council

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| MEETING: | Restructuring Implementation Committee | AGENDA ITEM NUMBER |
| DATE: | 16th July 2019 | |
| TITLE: | Chief Executive appointment (interview and recommendation) | |
| WARD: | ALL | |
| REPORT OF HEAD OF HR & OD | | |

1 THE ISSUE

1.1 To seek the Committee's recommendation to Council for the appointment to the post of Chief Executive and Head of Paid Service.

2 RECOMMENDATION

2.1 That the Head of HR & OD be given delegated authority to write the report on behalf of the RIC to recommend to Council on 5th September 2019 the name of the individual to be appointed to the post of Chief Executive and Head of Paid Service.

3 FINANCIAL IMPLICATIONS

3.1 The costs of the recruitment process will be met from the HR & OD service budget.

4 THE REPORT

4.1 The post of Chief Executive was advertised during late May/early June 2019 with a closing date of Friday 14 June 2019. A good number of strong applications were received.

4.2 Penna were appointed to provide specialist advice and guidance on this senior officer recruitment process.

4.3 Candidates were shortlisted and invited to attend a two day face-to-face interview process involving a range of key members, partners and colleagues on 15th and 16th July.

4.4 The RIC forms the final interview panel, Chaired by Councillor Dine Romero, Leader of the Council, to interview each candidate and consider feedback from partners, members and colleagues from the two day process.

4.5 The RIC will make a recommendation to Council on 5 September 2019.

5 EQUALITIES AND RISK MANAGEMENT

5.1 The Recruitment and Selection Policy, was the subject of full Risk Assessment at the time it was adopted by the Council.

5.2 The RIC will ensure, as far as possible, that a diverse range of applicants is

considered for the post.

5.3 All applicants will be treated fairly and in accordance with the Council's policy.

6 ADVICE SOUGHT

6.1 The Council's Monitoring Officer has had the opportunity to input to this report and has cleared it for circulation.

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| Contact person | <i>Cherry Bennett, Head of HR & OD (Tel: 01225 477203)</i> |
| Background papers | None |
| Please contact the report author if you need to access this report in an alternative format | |