

## Bath & North East Somerset Council

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| MEETING:  | <b>Restructuring Implementation Committee</b>                  |  |
| MEETING DATE:   | <b>2 December 2024</b>   |  |
|   |  |  |
| TITLE:  | <b>Executive Director Resources appointment (shortlisting)</b> |  |
| WARD:   | All  |  |
| <b>AN OPEN ITEM – APPENDICES LIKELY TO BE TAKEN IN EXEMPT SESSION</b>   |  |  |
| <b>List of attachments to this report:</b><br>Public Interest test document<br>Candidate CVs (restricted access)<br>Role profile and portfolio (restricted access)<br>Shortlisting form (restricted access) |  |  |

### 1 THE ISSUE

- 1.1 To seek the Committee's agreement of the shortlist of candidates for the post of Executive Director Resources (with or without Section 151 Officer designation).

### 2 RECOMMENDATION

#### **The Committee is asked;**

- 2.1 That the Director of People & Change be given delegated authority to invite shortlisted candidates to interview and arrange the face to face interview process scheduled for 10<sup>th</sup> December 2024.

### 3 THE REPORT

- 3.1 The post of Executive Director Resources was advertised during late October and November 2024 with a closing date of Sunday 17<sup>th</sup> November 2024. A good number of strong applications were received.
- 3.2 Tile Hill have been appointed to provide specialist advice and guidance on this senior officer recruitment process.
- 3.3 The applications will be considered by the RIC, Chaired by Councillor Kevin Guy, Leader of the Council, against the role profile and portfolio for the post, alongside the summary report from Tile Hill.

3.4 A small number of shortlisted applicants will be invited to attend a face-to-face interview process involving a range of key members, partners and colleagues on 10<sup>th</sup> December 2024.

#### **4 STATUTORY CONSIDERATIONS**

4.1 The Council's Recruitment and Selection policy will be followed ensuring that we meet our obligations under the Equality Act 2010.

4.2 Section 151 of the Local Government Act 1972 requires all local authorities to appoint a Section 151 Officer to manage their financial affairs.

#### **5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)**

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

5.2 The salary for the post is included in the Council's budget.

#### **6 RISK MANAGEMENT**

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

#### **7 EQUALITIES**

7.1 An impact assessment has not been carried out. The recruitment and selection process will be conducted fairly in accordance with the Council's recruitment and selection procedures.

7.2 The RIC will ensure, as far as possible, that a diverse range of applicants is considered for the post.

#### **8 CLIMATE CHANGE**

8.1 The Executive Director Resources will have delegated responsibility for ensuring that the Council delivers against its Corporate Strategy with regards to tackling the climate and ecological emergencies. This will include ensuring that the Council leads by example in all its activities, making the radical changes needed, as well as taking a lead role in influencing and working with partners across all sectors locally, regionally and nationally and ensuring wide and deep citizen engagement.

#### **9 OTHER OPTIONS CONSIDERED**

9.1 None

#### **10 CONSULTATION**

10.1 This report has been cleared by the Chief Executive, S151 Officer and Monitoring Officer for circulation.

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| <b>Contact person</b>  | Cherry Bennett, Director of People & Change <a href="mailto:cherry_bennett@bathnes.gov.uk">cherry_bennett@bathnes.gov.uk</a> |
| <b>Background papers</b>   | Candidate CVs, role profile, portfolio, Shortlisting form  |
| <b>Please contact the report author if you need to access this report in an alternative format</b> |  |