

Bath & North East Somerset Council		
MEETING:	Restructuring Implementation Committee	
MEETING DATE:	4 September 2025	
TITLE:	Director of Finance (S151 Officer) appointment	
WARD:	All	
OPEN PUBLIC ITEM WITH EXEMPT APPENDICES		
List of attachments to this report: Candidate CVs Role profile and portfolio Interview questions		

1 THE ISSUE

- 1.1 To seek the Committee's recommendation to Council for the appointment to the post of Director of Finance and Section 151 Officer.

2 RECOMMENDATION

The Committee is asked;

- 2.1 That the Director of People & Change be given delegated authority to write the report on behalf of the RIC to recommend to Council the name of the individual to be appointed to the post of Director of Finance and Section 151 Officer.

3 THE REPORT

- 3.1 The post of Director of Finance (S151 Officer) was advertised externally during late July and August 2025 with a closing date of Monday 18th August 2025. Penna were appointed as the partners to support this recruitment.
- 3.2 12 applications (4 female and 7 male and 1 not stated) were received for the role.
- 3.3 The shortlisting was completed by the Chief Executive, Executive Director Resources, Cabinet member for Resources and Director of People & Change.
- 3.4 3 applicants (2 female and 1 male) will be invited to attend a face-to-face interview process involving colleagues on 4th September 2025.

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 local authorities to make arrangements for the proper administration of their financial affairs and appoint a S151 Officer, also known as a Chief Financial Officer (CFO), to have responsibility for those arrangements. As such, the CFO must lead on a local authority's financial functions and ensure they are fit for purpose. CFOs must be professionally qualified and suitably experienced.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 This is a new post. The salary and costs for the post will therefore need to be considered as part of the Council's budget processes for 2026/27.

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 Director of Finance 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.

Contact person	Cherry Bennett, Director of People & Change cherry_bennett@bathnes.gov.uk
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Background papers	Candidate CVs, role profile, portfolio, Shortlisting form
Please contact the report author if you need to access this report in an alternative format	