

Bath & North East Somerset Council		
MEETING:	Restructuring Implementation Committee	
MEETING DATE:	12 November 2025	
TITLE:	Chief Executive (Head of Paid Service) appointment	
WARD:	All	
List of attachments to this report:		
<ul style="list-style-type: none">• Role profile• Candidate CVs - exempt information, according to categories 1 and 2 of the Local Government Act 1972 (amended Schedule 12A)• Interview questions - exempt information, according to categories 1 and 2 of the Local Government Act 1972 (amended Schedule 12A)		

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

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 Chief Executive and Head of Paid Service.
- 2.2 The role will have specific responsibility as its Head of Paid Service for the purposes of Section 4 of the Local Government and Housing Act 1989 and as its Returning Officer for all elections and Electoral Registration Officer.

3 THE REPORT

- 3.1 The post of Chief Executive was advertised externally during September 2025 with a closing date of 9 October 2025. Faerfield were appointed as the partners to support this recruitment.
- 3.2 31 applications (9 female and 22 male) were received for this role.

- 3.3 Of these, 13 applicants (5 female and 8 male) were longlisted.
- 3.4 The shortlisting was completed by the members of the Committee; the Leader of the Council, Cabinet member for Resources, Cabinet member for Sustainable Bath and North East Somerset, Independent Group Spokesperson and Director of People & Change. The Labour Group Leader gave their apologies.
- 3.5 5 applicants (4 female and 1 male) have been invited to attend a two day selection process involving a range of colleagues and stakeholders on the 11 and 12 November 2025. The final formal face-to-face interview will be held on 12 November 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 4 of the Local Government and Housing Act 1989 requires local authorities to designate one of their officers as the Head of their Paid Service and provide that officer with such staff, accommodation and other resources as are, in their opinion, sufficient to perform all their duties under this section.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 This is not a new post. The salary and costs for the post are already in place as part of the Council's budget processes for 2026/27. The salary for the post was advertised at circa £180,000.

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 Chief Executive will have 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 S151 Officer and Monitoring Officer for circulation.

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