

Bath & North East Somerset Council		
MEETING:	Restructuring Implementation Committee	
MEETING DATE:	18 December 2025	
TITLE:	Interim Executive Director Sustainable Communities appointment (interviews)	
WARD:	All	
List of attachments to this report:		
Exempt information, according to categories 1 & 2 - Local Government Act 1972 (amended Schedule 12A).		
<ul style="list-style-type: none">• Candidate CVs• Role profile and portfolio		

1 THE ISSUE

- 1.1 To seek the Committee's agreement as an interview panel to appoint to the post of Interim Executive Director Sustainable Communities.

2 RECOMMENDATION

The Committee is asked;

- 2.1 That the Director of People & Change be given delegated authority to appoint the successful candidate at the end of the interview process scheduled for 18th December 2025.

3 THE REPORT

- 3.1 The post of Executive Director Sustainable (interim for up to 9 months in the first instance) was advertised during early November 2025 with a closing date of Monday 8th December 2025. An advert was circulated internally and Faerfield were appointed to source some external candidates to ensure a wide pool.
- 3.2 The suggested shortlist has been pulled together by the Executive Director of Sustainable Communities (Chief Executive w/e 1 January 2026) and Director of People & Change.

- 3.3 A small number of shortlisted applicants will be invited to attend a face-to-face interview process involving colleagues on 8th December 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.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 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 Interim Executive Director Sustainable Communities 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
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	