

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO THE COUNCIL

19 DECEMBER 2018

REPORT OF CHIEF EXECUTIVE

APPOINTMENT PROCESS: CHIEF EXECUTIVE

1. Purpose of Report

1.1 To provide Council with information about the recruitment of the Chief Executive.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

2.1 The appointment to the post of the Chief Executive, in the capacity of Head of Paid Service is required to facilitate the achievement of corporate priorities.

3 Background

3.1 The position of Chief Executive has become vacant following the resignation of the current post holder whose employment will terminate on 6 January 2018.

3.2 Due to the timescales it has not be possible to recruit on a permanent basis prior to this date and the post will be filled on an interim basis until the permanent appointment is made.

3.3 A recruitment process will need to be undertaken in compliance with the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended).

4. Current Situation/Proposal

4.1 The council will engage professional support to undertake executive search and assessment for this role to ensure that it is marketed widely and then a robust appointments process is followed.

4.2 The position will be advertised early in the New Year and and it is proposed that the process following receipt of applications is as follows:

- Appointments Committee to receive feedback from recruitment specialist and agree long list of candidates to attend the assessment centre
- Assessment centre held for longlisted candidates comprising a managerial/technical interview with an external expert; psychometric testing and interactive assessments.

- Appointments Committee to receive feedback on the results of the assessment centre and interview candidates who have demonstrated that they possess the attributes required for the position.
- Appointment Committee to determine shortlist of candidates to go before Council
- Council to receive presentation from candidates and determine by way of vote which candidate is appointed to the post. This may require an Extraordinary Meeting of Council to be convened.

5. Effect upon Policy Framework & Procedure Rules

5.1 None.

6. Equality Impact Assessment

6.1 The process adopted is intended to ensure that there are no equality implications in this process.

7. Wellbeing of Future Generations (Wales) Act 2015

7.1 It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial Implications

8.1 Any costs associated with this process will be met from within existing resources.

9. Recommendations

9.1 That Council approves the recruitment process as set out at paragraph 4.2

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Chief Executive
12th December 2018

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Background documents: None other than those identified within the report.