

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO THE APPOINTMENTS COMMITTEE

22 JANUARY 2020

REPORT OF THE CHIEF EXECUTIVE

APPOINTMENT PROCESS: CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING

1. Purpose of Report

- 1.1 The purpose of this report is to seek Appointments Committee approval for the recruitment process in relation to the Corporate Director, Social Services and Wellbeing.

2. Connection to Corporate Improvement Plan / Other Corporate Priorities

- 2.1 The appointment to this post, as a member of the Corporate Management Board, is required to facilitate the achievement of corporate priorities.

3. Background

- 3.1 The current post holder has given notice to resign from her position of Corporate Director, Social Services and Wellbeing.
- 3.2 The recruitment process will be undertaken in accordance with the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended).

4. Current Situation/Proposal

- 4.1 A recruitment agency specialising in recruiting local authority senior management and executive roles is being sought to support the council with this appointment. This will ensure that the role is marketed widely and then a robust selection process is followed.
- 4.2 The agency will work with the officers to develop a timetable for this appointment, and establish an assessment centre whereby all selection methods will be thoroughly assessed and evaluated against the set competencies.
- 4.3 The timetable will include the stages of the selection process, as outlined below:
- The job description and person specification have been reviewed and updated and will inform the advert and marketing of this role. These are attached as Appendix 1.

- Following the closing date the Appointments Committee will be convened to receive feedback from the recruitment specialists and agree a long list of candidates to attend the assessment centre.
- The assessment centre will comprise a range of selection methods and assessors and officers will undertake managerial/technical interviews, psychometric testing and interactive assessments, which will test key competencies.
- The Appointments Committee will receive feedback on the results of the assessment centre and agree a final shortlist of candidates who have demonstrated that they possess the attributes required for the position and who will be invited to interview.
- The final stage of the process will be interviews by the Appointments Committee.
- The Appointments Committee will make the final decision on the appointment, taking account of the outcome of the assessment centre and the final interview.

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. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. 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 The recruitment costs will be met from existing budgets.

9. Recommendations

9.1 It is recommended that the Appointments Committee:-

- i. approves the job description and person specification attached as Appendix 1
- ii. approves the process outlined in paragraph 4.3.
- iii. convenes to determine the long list of candidates to be invited to the assessment centre

- iv. agrees the process for selecting candidates to progress from assessment centre to final interview
- v. reconvenes to: receive feedback from the assessment centre, undertake final interviews and make an appointment decision.

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Background documents:
None