

Meeting of:	COUNCIL
Date of Meeting:	15 JANUARY 2025
Report Title:	APPOINTMENT PROCESS: CHIEF EXECUTIVE
Report Owner / Corporate Director:	MONITORING OFFICER
Responsible Officer:	LAURA GRIFFITHS GROUP MANAGER LEGAL AND DEMOCRATIC SERVICES
Policy Framework and Procedure Rules:	There is no effect upon the policy framework and procedure rules.
Executive Summary:	To provide Members with information about the recruitment process for the Chief Executive.

1. Purpose of Report

- 1.1 The purpose of this report is to provide Council with information about the recruitment process for the Chief Executive.

2. Background

- 2.1 The position of Chief Executive will become vacant following the current post holder confirming his intention to step down from the role and retire in 2025.
- 2.2 A recruitment process will need to be undertaken in compliance with the Local Authorities (Standing Orders) (Wales) Regulations 2006 (as amended) and the Officer Employment Procedure Rules within Section 12 of the Council's Constitution.

3. Current situation / proposal

- 3.1 The Council will engage professional support to undertake an executive search and assessment for this role to ensure that it is marketed widely and that a robust appointments process is followed.
- 3.2 The position will be advertised at the end of January / early February 2025, 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; stakeholder panel; 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 in early April 2025.

3.3 The Appointments Committee comprises of the following Members:

- Leader (Chairperson)
- Deputy Leader
- Cabinet Member (of relevant portfolio to the post)
- 2 Bridgend County Independent Members
- 2 Democratic Alliance Members
- 1 Labour Member

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 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.

6. Climate Change Implications

6.1 There are no climate change implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parent implications arising from this report.

8. Financial Implications

8.1 The cost of recruitment will be charged to the Chief Executive's budget.

9. Recommendation

9.1 Council is recommended to approve the recruitment process as outlined at paragraph 3.2 of the report.

Background documents

None