

	Appointments Committee	Item	
Title	Request for Delegated Authority – Interim Director for Regeneration		
Wards	All		
Contributors	Director Of Organisational Development & Human Resources		
Class	Part 1	Date	13 November 2019

Reason for Urgency

Although the papers have not been circulated five days in advance there is a need for urgency as this essential post needs to be appointed to in a swift timeframe.

Purpose

1. To request delegated authority from the Appointments Committee for the Chief Executive to appoint an interim Director for Regeneration, following an unsuccessful campaign to recruit to the role permanently. This will enable the council to acquire a suitable candidate in what is a fast moving interim market place and continue the momentum of the Councils regeneration work.

Recommendations

2. It is recommended that the Appointments Committee:
 - i) Delegates authority to the Chief Executive to appoint an Interim Director for Regeneration.
 - ii) Agree that the permanent Director for Regeneration position will be re-advertised in the New Year when better market conditions prevail, and will go through the normal Appointments Committee appointments process.

Background

3. The Director of Regeneration post becomes vacant on the 5th of January 2020, following the resignation of the incumbent.
4. As part of the recruitment process to fill the vacancy a leading search and selection agency was hired to support recruitment to the role. Adverts were placed in both the Guardian online and The MJ. Potential high calibre candidates were also approached by the agency as part of their search procedure.
5. The role was advertised for four weeks with a closing date of 4th October 2020. A range of potential candidates were also directly approached by the agency to encourage them to apply.

6. Twenty candidates applied with a supporting statement and CV. These candidates were initially graded in conjunction with progressing to a technical interview with the selection agency. Four were categorised as recommended to progress, twelve as marginal and four as not recommended. The candidate information was reviewed with the agency at a meeting with the Chief Executive, Executive Director of Housing, Regeneration and Environment, and the Director of Organisational Development and HR.
7. It was agreed that the categorisation was correct and there were only four suitable, but not strong, candidates that should be progressed to an initial technical interview with the agency.
8. We were informed the reason for the weak field was because there has been considerable recruitment activity across the country and particularly London over recent times which has meant that there is currently a lack of strong candidates in the market. Other London Boroughs have recently been unable to appoint in the area.
9. The four candidates then progressed to an interview with the agency. Unfortunately none of the candidates demonstrated the level required for the role and were not recommended to progress. This outcome was then reviewed at a meeting by the Chief Executive, Executive Director of Housing, Regeneration and Environment, and the Director of Organisational Development and HR. Their conclusion agreed with that of the agency.
10. There is an urgent need to appoint to this position to ensure our regeneration strategy continues with momentum. Therefore, the wish is to progress through an interim appointment. This will allow for the post to be filled quickly, on a temporary basis, rather than starting a permanent process that can take up to five months at a time when the market is also weak.
11. The feasibility for securing interim candidates at speed through an Appointments Committee process is particularly difficult due to the fast moving nature of the interim market place. Interim candidates can become available for a very short time window only, which makes it difficult to align a series of candidates to a fixed date Appointments Committee interview process.
12. Additionally due to the competitiveness of the interim recruitment market, good candidates are made offers very quickly and hence may drop out of the process at short notice. Interim candidates may also be applying for a permanent appointment, and will not be able to commit to an interim appointment until after the permanent appointment process has been finished. This may require staggered interview dates rather than a single date.
13. Granting delegated authority to the Chief Executive will allow for a flexible approach where candidates can be seen as and when they become available, which fits in with the fast moving dynamic nature of the interim market place.

Legal implications

14. Appointments at this level are reserved to the Appointments Committee
15. It is well established law that committees can delegate authority for appointment decisions to officers.
16. Article 9 of the Constitution (page 57) provides that the Appointments Committee may do all things necessary to carry out its functions. The Constitution's Employment Procedure Rules refers at Rule 8 (3) iii (page 168) to the delegation of an appointment decision at this level to an officer.