

	Appointments Committee		Item	
Title	Request for Delegated Authority- interim Executive Director of Children and Young People			
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. In the event of the Committee not making to the post of interim Executive Director of Children and Young People prior to considering this report, to request delegated authority from the Appointments Committee for the Chief Executive to appoint an interim Executive Director for Children and Young People.

Recommendations

2. If the Committee has not appointed to the position of interim Executive Director of Children and Young People on 13 November 2019, It is recommended that:
 - i) Appointments Committee delegates authority to the Chief Executive to appoint an interim Executive Director for Children and Young People, to cover the statutory role of Director of Children's Services (DCS) in advance of a permanent appointment being made.
 - ii) The permanent Executive Director of Children and Young People position will be advertised in December 2019 and will go through the normal Appointments Committee appointments process.

Background

3. The Executive Director of Children and Young People post becomes vacant on the 31st December 2019, following the resignation of the current post holder. The up to five month process to secure a permanent replacement through a recruitment process will mean that this role will be unfilled for many months unless an interim appointment is made
4. The Executive Director for Children and Young People role carries the statutory position of Director of Children's Service (DCS) and the Council must have this statutory position assigned to a suitable person.

Rationale for Delegated Authority Request

5. There will be a gap between the current post holder leaving and the earliest date in which a permanent appointment can be secured, if an appointment is not made by the this Committee on 13th November 2019
6. This post carries the statutory role of DCS that the Council must have in place.
7. With only six weeks left before the current post holder leaves, and the Christmas holiday period coming in this timeframe, it is essential that the Council secures a suitably qualified person to carry out this statutory position at speed if an appointment is not made from interviews being conducted today.
8. 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.
9. 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.
10. Granting delegated authority to the Chief Executive will allow for a flexible approach where candidates can be seen at short notice as and when they become available, which fits in with the fast moving dynamic nature of the interim market place, and supports this statutory position being filled within the next six weeks.

Legal implications

11. The position is a statutory position which the Council is obliged to have filled at all times, pursuant to section 18 of the Children Act 2004.
12. It is well established law that committees can delegate authority for appointment decisions to officers.
13. 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.