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| REPORT TO: | FULL COUNCIL | AGENDA ITEM: 8 |
| DATE OF MEETING: | 13 APRIL 2023 | CATEGORY: DELEGATED |
| REPORT FROM: | RECRUITMENT AND SELECTION WORKING PANEL | OPEN |
| MEMBERS' CONTACT POINT: | COUNCILLOR KEVIN RICHARDS Kevin.richards@southderbyshire.gov.uk | DOC: |
| SUBJECT: | APPOINTMENT OF CHIEF EXECUTIVE AND HEAD OF PAID SERVICE (SM01) | |
| WARD(S) AFFECTED: | ALL | TERMS OF REFERENCE: FM05 |

1.0 Recommendations

- 1.1 That Council approve the appointment of Dr Justin Ives in to the post of Chief Executive and Head of Paid Services (SM01) with effect from 2 May 2023.

2.0 Purpose of the Report

- 2.1 To receive the recommendation from the Recruitment and Selection Panel on the appointment to the post of Chief Executive and Head of Paid Service (SM01).

3.0 Detail

Appointment of Recruitment and Selection Panel

- 3.1 Elected Member representatives were appointed on to the Panel by Council at its meeting held on 19 January 2023. This Panel had delegated authority from Council to complete the appointment into the post of Chief Executive and Head of Paid Service (SM01)

Recruitment of Chief Executive

- 3.2 20 applications were received for the post and eight were invited to attend a technical interview with the then current Chief Executive and Strategic Director (Corporate Resources) with support provided by the Human Resources Manager and a representative from Gatenby Sanderson, the approved recruitment partner for the post.
- 3.3 Five candidates completed the technical interview and four were recommended to be invited to the assessment centre to complete the recruitment process.

- 3.4 The assessment centre was completed over two days on 6 and 7 March 2023. All four candidates undertook two separate exercises on 6 March 2023 with a Stakeholder Panel and the Recruitment and Selection Panel.
- 3.5 On 7 March 2023, all four candidates completed a final interview with the Recruitment and Selection Panel.
- 3.6 After careful consideration of all the information presented to the Recruitment and Selection Panel it was a unanimous decision to offer the post to Dr Justin Ives.
- 3.7 The post has been offered to Dr Justin Ives subject to the completion of pre-employment checks and the approval of Council. It is proposed, that subject to the completion of these checks and approval of Council, that Dr Justin Ives will commence employment with the Council on 2 May 2023.

4.0 Financial Implications

- 4.1 There is no proposed changes to the grade for the post of Chief Executive and Head of Paid Service (SM01) so the salary budget is unaffected.

5.0 Corporate Implications

Employment Implications

- 5.1 There are no changes proposed to the existing terms and conditions of employment and duties of the post.
- 5.2 The recruitment has been completed in line with the Appointment Procedure for Chief Executive and Directors and provided a robust framework for the appointment to be completed in a fair and transparent manner.

Legal Implications

- 5.3 None directly arising from the report.

Corporate Plan Implications

- 5.4 This is the key Officer appointment for the Council and will be accountable for the delivery of the Council services that make South Derbyshire a 'great place to live, visit and invest' through the delivery of the Corporate Plan. In particular the Chief Executive and Head of Paid Service is accountable for;
- Being the lead officer for the provision of advice to Elected Members and to ensure that their strategic policy objectives are identified and achieved as effectively and economically as possible and, within the legal framework available to the Council
 - Acting as a role model to lead, motivate and inspire the organisation.
 - Effectively managing the Council's resources to achieve the highest possible performance to deliver the Council's objectives for the local community and stakeholders.
 - Building strong, visible and collaborative leadership between Elected Members, senior officers and partners which builds a supportive and positive culture,

inspires people to achieve, encourages new ways of working and supports the delivery of strategic objectives.

- Ensuring the needs of residents and service users inform the vision and strategies of the Council.
- Carrying out the statutory role of Head of Paid Service.

Risk Impact

5.5 None directly arising from the report.

6.0 Community Impact

Consultation

6.1 None directly arising from the report.

Equality and Diversity Impact

6.2 None directly arising from the report.

Social Value Impact

6.3 None directly arising from the report.

Environmental Sustainability

6.4 None directly arising from the report.

7.0 Background Papers

Appointment Procedure for the Chief Executive and Directors