



Committee:	City Growth and Regeneration Committee
Subject:	Recruitment of Operational Director Posts in new Place and Economy Department
Date:	13 September 2017
Reporting Officer:	Suzanne Wylie, Chief Executive Paddy Murray, Head of Human Resources

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To agree the composition of two selection panels to recruit the posts of Director for City Regeneration (Operational) and Director for Economic Development (Operational) in the new Place and Economy Department.
2.0	Recommendations
2.1	The Committee is asked to: <ul style="list-style-type: none">• Nominate and agree three elected members per selection panel (i.e. six elected Members in total) who, along with Council Directors, will balance the two panels in terms of gender and community background.

	<ul style="list-style-type: none"> • Agree that each selection panel should comprise the Chairperson and Deputy Chairperson (or their nominees) and a third elected panel member from a political party not already represented by the Chair or Deputy Chair. <p>That Members agree to the Council deploying suitable professional and technical expertise from other Councils, if required, to be voting members on the selection panels for these new posts, in line with the Local Government Staff Commission (LGSC) Code of Procedures on Recruitment and Selection (R&S).</p>
<p>3.0</p>	<p>Main report</p>
	<p><u>Key Issues</u></p> <p>3.1 On 21 April 2017, the Strategic Policy and Resources Committee agreed to commence a recruitment process for a Strategic Director of the new Place and Economy Department and agreed that this would then be followed by recruitment exercises for the posts of Director for City Regeneration (Operational) and Director for Economic Development (Operational) (two of the three Operational Director posts reporting directly to the new Strategic Director in the new department.) The recruitment exercise for the post of Strategic Director of Place and Economy is currently ongoing.</p> <p>3.2 On 23 June 2017, the Strategic Policy and Resources Committee agreed that the selection panels to recruit the posts of Operational Director for City Regeneration and Operational Director for Economic Development would be constituted by Members from the City Growth and Regeneration Committee.</p> <p>3.3 The Chairperson (or her nominees), the Deputy Chairperson (or his nominees) and the other elected members will be required to attend four selection panel meetings per post as part of these recruitment exercises (i.e. eight panel meetings in total). They will also be required to attend prior training on non-discriminatory R&S techniques. The timeframe for these recruitment exercises is likely to commence in October 2017.</p> <p>3.4 The Chairperson and Deputy Chairperson are, firstly, asked to confirm their availability to sit on one or both of the selection panels or nominate who they wish to represent them. Members are then asked to nominate and agree the other two elected members from</p>

<p>3.5</p> <p>3.6</p> <p>3.7</p>	<p>political parties not already represented by the Chair or Deputy Chair to constitute the selection panels, bearing in mind that both selection panels should, where practicable, be balanced in terms of gender and community background.</p> <p>In the event that suitable expertise is not available in-house, the Council may also choose to deploy suitable expertise from Council Directors in other councils to be voting members with the elected Members on these selection panels. If required, this will be agreed by the LGSC in line with its Code of Procedures on Recruitment and Selection.</p> <p>Both selection panels will have delegated authority to appoint successful candidates to the posts with the outcome of the appointments being reported back to the Strategic Policy and Resources Committee for notation.</p> <p><u>Financial & Resource Implications</u></p> <p>These posts has already been budgeted for in the revenue estimates and in order to manage recruitment costs, consideration will be given to appointing one professional executive search company for both posts with one composite public advertisement placed simultaneously for both jobs.</p>
<p>4.0</p>	<p>Appendices – Documents Attached</p>
	<p>None.</p>