

WELWYN HATFIELD BOROUGH COUNCIL  
SPECIAL COUNCIL – 6 FEBRUARY 2017  
REPORT OF THE CHIEF EXECUTIVE

APPOINTMENT OF CHIEF EXECUTIVE

**1 Executive Summary**

This report seeks the Council's ratification of the recommendation from the Appointments Committee regarding the appointment of the new Chief Executive/Head of Paid Service following the recruitment and selection process recently undertaken.

**2 Recommendations**

- 2.1** That the Council ratifies the recommendation of the Appointments Committee that Mr Rob Bridge be selected for the position of Chief Executive and Head of Paid Service following the conclusion of the selection process on 16 January 2017.
- 2.2** That the appointment be confirmed and remunerated in accordance with the Council's approved salary scale for the Chief Executive.
- 2.3** That delegated authority be given to the current Chief Executive in consultation with the Leader of the Council to finalise all the arrangements required, including the starting date for the new Chief Executive.

**3 Explanation**

- 3.1** Members considered the recruitment to the position of Chief Executive at the meeting of the Council on 21 November 2016 where an Appointments Committee was established with delegated authority to undertake the full recruitment process and make a recommendation to the Council once the process had been completed.
- 3.2** The Appointments Committee comprised the Leader of the Council, all Members of the Cabinet, the Leader of the Opposition, the Leader of the Liberal Democrat Group on the Council and an independent consultant, Mr Alan Goodrum. The current Chief Executive and Human Resources Manager advised the Committee.
- 3.3** The post was advertised externally through relevant media and the East of England LGA also assisted in publicising the vacancy widely through their networks.
- 3.4** Twelve applications were received from which a longlist of 6 was chosen to complete a range of tasks through an "assessment centre" process, which comprised four exercises over two hours. The tests were reviewed by the Chief

Executive and Independent Assessor and this resulted in 3 candidates being shortlisted for interview by the Appointments Committee .

- 3.5 These 3 shortlisted candidates were also invited to undertake a Pearson SOSIE assessment which draws out an individual's strengths, limitations and values, which were used to inform the questions put to candidates but was not part of the formal assessment.
- 3.6 In addition, candidates were invited to an informal event on Wednesday 11<sup>th</sup> January to meet the Executive Directors and the Appointments Committee informally, and also to have a tour of the offices. Again, this was not part of the formal assessment but ensured all the candidates had the same level of knowledge about the Council.
- 3.7 The final interview stage was held on Monday 16 January 2017. Each candidate was required to make a short presentation to the Committee and this was followed by a series of questions from various members of the Committee.
- 3.8 Following the conclusion of all the interviews, the Appointments Committee gave full consideration to all the candidates and agreed unanimously to recommend Rob Bridge to be appointed as the Council's Chief Executive.
- 3.9 Under the Local Authorities (Standing Orders) (England) Regulations 2001 (as amended), in relation to the appointment of the Head of Paid Service, all executive members of the Council must be given an opportunity to object to the proposed recommendation for the appointment. In this case all executive members were involved in the appointment and were unanimous in agreeing to the recommendation.
- 3.10 In accordance with the Local Government and Housing Act 1989, the Council must make the actual appointment of the Head of Paid Service.

### **Implications**

#### **4 Legal Implication(s)**

The Council is required by law to approve the appointment of the Head of Paid Service following the recommendation of such an appointment by the Appointments Committee.

#### **5 Financial Implication(s)**

All costs arising from the appointments process have been included within the Chief Executive's restructuring of the senior management of the Council.

#### **6 Risk Management Implications**

There are no inherent risks in the subject matter of this report.

#### **7 Security and Terrorism Implication(s)**

There are no security and terrorism implications inherent in relation to the proposals in this report.

#### **8 Procurement Implication(s)**

There are no procurement implications inherent in relation to the proposals in this report.

**9      Climate Change Implication(s)**

There are no climate change implications inherent in relation to the proposals in this report.

**10     Link to Corporate Priorities**

The subject of this report is linked to statutory requirements under the Local Government Act 1972 and the Local Government and Housing Act 1989 and provisions in respect of the appointment of Officers in the Council's Constitution.

**11     Equality and Diversity**

An Equality Impact Assessment (EIA) has not been carried out in connection with the proposals that are set out in this report. It is considered that there are no differential impacts.

**12     Background Papers**

Report to the Council 21 November 2016

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| Name of author | Michel Saminaden |
| Title          | Chief Executive  |
| Date           | February 2017    |