

North Northamptonshire Council – Decisions taken by the Employment Committee on Thursday 17 August 2023

| Agenda Item No | Topic | Decision |
|----------------|--|---|
| 4 | Selection and Appointment for Head of Paid Service/Chief Executive | <p>That Employment Committee approves:</p> <ol style="list-style-type: none"> a) The establishment of a politically balanced Sub Committee consisting of six elected members to interview and recommend appointment of the Chief Executive to Council; b) That membership of the Sub Committee shall consist of 4 Conservative members, 1 Labour member and 1 Green Alliance member. c) Delegation of authority to the Assistant Director of Human Resources, in consultation with members of the established Sub Committee, to longlist and shortlist suitably qualified applicants. d) Delegation of authority to the established Sub Committee to: <ul style="list-style-type: none"> • Make a conditional offer (and determine particulars such as remuneration) to the most suitable candidate (subject to the full Council's approval); • Recommend that the full Council approve the appointment of the most suitable candidate as the Chief Executive of North Northamptonshire. e) the following stakeholder panels to be established to provide feedback to the Sub Committee: <ul style="list-style-type: none"> • Member Stakeholder Panel; • Leadership Panel; • Partner Stakeholder Panel comprising partners from Health, Police, Education, community faith groups and the voluntary and business sectors; • Employee Stakeholder Group comprising of employees selected from each Directorate and including trade unions; • Children and Young People Panel. |

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| | | <p>f) That it be noted that the assessment process will include psychometric tests, a technical interview and leadership scenario to inform the Sub Committee.</p> <p>Reasons for the Recommendations</p> <p>The decision has been made to ensure that a comprehensive, inclusive and thorough recruitment and selection process is undertaken, in accordance with the constitution, to ensure that the right candidate is selected as Head of Paid Service/Chief Executive.</p> <p>Alternative Options Considered</p> <p>The role of Head of Paid Service/Chief Executive is critical for the Council and is a statutory appointment which is required to be filled.</p> <p>Instead of establishing a Sub Committee, the Employment Committee could undertake the appointment process. This was not the recommended action as Sub Committees provide smaller and more focussed expertise and are be able to interview in depth, ensuring the right candidate for North Northamptonshire.</p> |

Issued: 18 August 2023