

Minutes of a meeting of the Employment Committee

At 7.00 pm on Tuesday 20th February, 2024 in the
Council Chamber - Corby Cube, George Street, Corby, NN17 1QG

Present:-

Members

Councillor Lora Lawman (Chair)
Councillor Jon-Paul Carr
Councillor William Colquhoun
Councillor Helen Howell

Councillor Macaulay Nichol
Councillor Jan O'Hara
Councillor Tom Partridge-Underwood

Officers

Marie Devlin Hogg – Assistant Director of Human Resources
Ben Smith – Head of Democratic Services
Tracey Simoniti-Stocker – Workforce, Policy and Projects Specialist

11 Apologies for absence

Apologies for absence were received from Councillors Scott Brown, Leanne Buckingham John Currall, and Peter McEwan.

12 Members' Declarations of interest

The Chair invited those who wished to do so to declare any interests in respect of items on the agenda.

No declarations were made.

13 Minutes of the meeting held on 15 November 2023

The minutes of the meeting held on 15 November 2023 were approved as a correct record, and duly signed by the Chair.

14 Selection and Appointment for Executive Director of Children's Services

The Assistant Director of Human Resources and the Workforce, Policy and Projects Specialist presented a report that recommended the appointment of a sub-committee to undertake the selection and recruitment of the Executive Director of Children's Services role/ DCS statutory designation, in accordance with the council's constitution. A copy of the report, marked as 'item 4', is filed with the agenda for the meeting.

The Committee noted that the Executive Director role was currently vacant, with it currently being undertaken on an interim basis by the Executive Director of Adults, Health Partnerships and Housing.

It further noted the proposal for there to be a focussed national recruitment campaign to seek the best suited candidates for the role.

Resolved:-

That the Employment Committee approves:

- a) the establishment of a politically balanced Subcommittee consisting of six elected members to interview and appoint to the position of Executive Director of Children's Services, ensuring that at least one Executive Member is on the Subcommittee;
- b) that membership of the Subcommittee shall consist of four Conservative Group members, one Labour Group Member and 1 Green Alliance Group member;
- c) that delegated authority be given to the Assistant Director of Human Resources in consultation with members of the established sub-committee, to longlist and shortlist suitably qualified applicants;
- d) that delegated authority be given to the Subcommittee to:
 - Appoint the most suitable person for the position.
- e) the following stakeholder panels to be established to provide feedback to the Subcommittee
 - i) Member Panel comprising of members who are not part of the Main interview Panel;
 - ii) Partner Stakeholder Panel comprising Children's Board, Children's Trust, Local Safeguarding Board and Local Children's Charities;
 - iii) A Children's and Young People's stakeholder group; and
 - iv) Corporate Leadership Team Panel.

That the Employment Committee notes:

- f) that the assessment process will include psychometric tests; a technical interview and leadership scenario to inform the Sub Committee.

Reasons for the Decisions

To ensure to ensure that a comprehensive, inclusive and thorough recruitment and selection process is undertaken, in accordance with the constitution, to ensure that the right candidates are selected for this senior role.

Alternative Options Considered

The role of Executive Director for Children's Services is critical for the Council and is a statutory appointment which is required to be filled.

Instead of establishing a Sub Committee, the Employment Committee could undertake the appointment process. This was not the recommended action as a Sub Committee will enable a more in-depth interview process, ensuring the right candidate for North Northamptonshire.

15 Close of meeting

The Chair thanked the members and officers for attending and closed the meeting.

Chair

Date

The meeting closed at 7.10 pm