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Meeting: Employment Committee

Date: Tuesday 20th February, 2024

Time: 7.00 pm

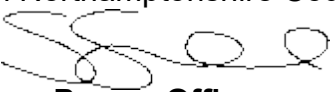
Venue: Council Chamber - Corby Cube, George Street, Corby, NN17 1QG

The meeting will be available for the public to view live at our Democratic Services' YouTube channel:

<https://www.youtube.com/c/DemocraticServicesNorthNorthantsCouncil>

To members of the Employment Committee

Councillor Lora Lawman (Chair), Councillor John Currall (Vice-Chair), Councillor Scott Brown, Councillor Leanne Buckingham, Councillor Jon-Paul Carr, Councillor William Colquhoun, Councillor Helen Howell, Councillor Macaulay Nichol, Councillor Jan O'Hara, Councillor Peter McEwan, Councillor Tom Partridge-Underwood, Councillor Sarah Tubbs and Councillor Malcolm Waters

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03	Minutes of the meeting held on 15 November 2023		5 - 6
Items to note			
Items requiring a decision			
04	Selection and Appointment for Executive Director of Children's Services <i>To seek the approval of the Committee to establish a Subcommittee to undertake the recruitment and selection process for the role of Executive Director of Children's Services.</i>	Marie Devlin-Hogg, Assistant Director of Human Resources	7 - 20
Exempt Items			
05	Close of meeting		
<p>Sanjit Sull, Monitoring Officer North Northamptonshire Council</p>  <p>Proper Officer 12 February 2024</p>			

This agenda has been published by Democratic Services.
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Where a matter arises at a meeting which **relates to** other Registerable Interests, you must declare the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but must not take part in any vote on the matter unless you have been granted a dispensation.

Where a matter arises at a meeting which **relates to** your own financial interest (and is not a Disclosable Pecuniary Interest) or **relates to** a financial interest of a relative, friend or close associate, you must disclose the interest and not vote on the matter unless granted a dispensation. You may speak on the matter only if members of the public are also allowed to speak at the meeting.

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If Members have any queries as to whether a Declaration of Interest should be made please contact the Monitoring Officer at – monitoringofficer@northnorthants.gov.uk

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Minutes of a meeting of the Employment Committee

At 6.00 pm on Wednesday 15th November, 2023 in the Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

Present:-

Members

Councillor Lora Lawman (Chair)
Councillor Scott Brown
Councillor Leanne Buckingham
Councillor Macaulay Nichol

Councillor John Currall
Councillor Jan O'Hara
Councillor Peter McEwan
Councillor Tom Partridge-Underwood

Officers

Adele Wylie – Executive Director of Customer and Governance/Interim Deputy Chief Executive
Marie Devlin-Hogg – Assistant Director for Human Resources
Ben Smith – Head of Democratic Services
Jenny Daniels – Democratic Services Officer

6 Apologies for absence

Apologies were received from Councillor Jon-Paul Carr.

7 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.

8 Minutes of the meeting held on 17 August 2023

RESOLVED that:

The minutes of the meeting held on 17 August 2023 be approved as a true and accurate record of the meeting, and that they be signed by the Chair.

9 Pay Award 2023/24

The Assistant Director for Human Resources introduced a report which sought agreement to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions. A copy of the report, marked 'agenda item 4' is filed with these minutes.

Arising from discussion, the following principal points were noted:-

- i) Whilst the Council was not contractually bound to pay those who had TUPE'd into the Council from the previous Borough, Districts and County Councils an

uplift as they were on local terms and conditions, doing so would enable the Council to remain an employer of choice;

- ii) It had been a difficult year with a rising cost of living although interest rates and fluctuating fuel costs had begun to steady. There had been a number of trade union strikes in other sectors and making the decision to make the pay award to all staff would enable the Council to motivate and retain them, and progress their careers.
- iii) The total cost of paying the award was just over £7.7million and for those not on contractual terms was approximately £1.7million. The pay award would be funded through the existing budget and some use of contingencies;

It was proposed by Councillor Tom Partridge-Underwood and seconded by Councillor Leanne Buckingham that the pay award be extended to all TUPE protected staff on local terms and conditions.

RESOLVED that:

The Employment Committee agrees to apply the national local government pay award (NJC for LGS) to NNC staff on TUPE protected local terms and conditions.

Reasons for Decision:

The decision enables the Council to award a pay rise to all staff including those who transferred to the Council from other Councils under TUPE conditions who are not entitled to a pay award.

This pay award supports the Council's aim to attract and retain staff recognizing their ongoing hard work and contribution in the delivery of Council services.

The decision supports the Council's corporate aim to be an employer of choice and a 'one team' approach.

Alternative Options Considered:

The Council could only pay employees who are contractually entitled to the pay uplift, however, the impact on morale across the organization the Council's ability to recruit and retain talent would likely be hampered by this decision. This decision would not be aligned to the Corporate Plan, which was agreed by Full Council.

Close of meeting

There being no further business the Chair thanked members and officers for their attendance.

Chair

Date

The meeting closed at 6.10 pm



Employment Committee 20th February 2024

Report Title	Selection and Appointment for Executive Director of Children’s Services
Report Author	Guy Holloway, Assistant Chief Executive Guy.Holloway@northnorthants.gov.uk Marie Devlin-Hogg, Assistant Director of Human Resources Marie.Devlin-Hogg@northnorthants.gov.uk

Are there public sector equality duty implications?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information (whether in appendices or not)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Applicable paragraph number/s for exemption from publication under Schedule 12A Local Government Act 1972	Not applicable
Which Corporate Plan priority does the report most closely align with? Our priorities for the future North Northamptonshire Council (northnorthants.gov.uk)	Active, fulfilled lives

List of Appendices

Appendix A – Job Description – Executive Director of Children’s Services
Appendix B – Draft timetable (may be subject to change)

1. Purpose of Report

- 1.1. This report recommends 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.

2. Executive Summary

- 2.1 The Executive Director of Children’s Services (DCS) is vital in making a real difference to the lives of the children and young people across North Northamptonshire.
- 2.2 The former Executive Director for Children’s Services (DCS) resigned in October 2023; and the vacant DCS statutory designation is being covered on a temporary basis by the Executive Director of Adults, Health Partnerships and Housing (DASS).
- 2.3 The new Chief Executive is now keen to progress the permanent recruitment

of a suitably qualified and experienced candidate to support the delivery of excellent children's services and the council's corporate plan.

- 2.4 This report recommends the appointment of a sub-committee to undertake the recruitment and selection of this senior, statutory role.

3. Recommendations

- 3.1 It is recommended that the Employment Committee:
- a) Establishes 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) Agrees that membership of the Subcommittee shall consist of four Conservative Group members, one Labour Group Member and 1 Green Alliance Group member;
 - c) Delegates 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) Delegates authority to the Subcommittee to:
 - Appoint the most suitable person for the position.
 - e) Agree that the following stakeholder panels will be established to provide feedback to the Subcommittee
 - a. Member Panel comprising of members who are not part of the Main interview Panel;
 - b. Partner Stakeholder Panel comprising Children's Board, Children's Trust, Local Safeguarding Board and Local Children's Charities;
 - c. A Children's and Young People's stakeholder group; and
 - d. Corporate Leadership Team Panel.
 - f) Note that the assessment process will include psychometric tests; a technical interview and leadership scenario to inform the Sub Committee.

Reasons for the Recommendations

- 3.2 These recommendations have been made in 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

- 3.3 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.

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

4 Report Background

- 4.1 The Executive Director of Children's Services is a statutory role /designation, responsible for securing the provision of services which address the needs of all children and young people, including the most disadvantaged and vulnerable, and their families and carers.
- 4.2 The previous NNC Executive Director of Children's Services (DCS) left the council in October 2023, to take up a new position with a different local authority. The Executive Director of Adults, Health Partnerships and Housing (DASS) is covering the vacant statutory designation on a temporary basis at this time, pending permanent recruitment to the role.
- 4.3 The Chief Executive, who took up office on 27th January 2024, is keen to progress the permanent recruitment of a suitably qualified and experienced candidate to deliver excellent children's services; ensuring all our young people are cared for and given the tools and opportunities to flourish and reach their full potential. The role will also be vital in delivering a bold and prosperous future for North Northamptonshire, working closely with the corporate leadership team to make the council the best that it can be.
- 4.4 Following a thorough tender process, Penna has been appointed as the council's executive search partner and a national online recruitment campaign is planned for late February 2024.
- 4.5 In accordance with the Constitution, the Employment Committee is able to discharge its functions through a sub-committee (referred to in this report as the interview panel). As is the case with the committee itself, the interview panel will be subject to the requirements relating to political balance and must include at least one member of the Executive.

5 Issues and Choices

- 5.1 Whilst the Employment Committee could undertake the interviewing and appointment of a preferred candidate, it is recommended that a sub-committee, comprising 6 members, is formed to undertake this process. The Subcommittee will:
- a) Be consulted on the longlisting and shortlisting of candidates and will conduct the interviews
 - b) Following the interviews, come to a view on the most suitable person for the position and advise the supporting HR team of:
 - i. the name of the person in question; and

- ii. any other particulars which the sub-committee consider are relevant to the appointment in accordance with the requirements set out in the Constitution.

5.2 It is proposed that the following panels will form part of the interview process:

- Interview Panel made up of 6 members (representative of the political balance of the Council) and includes the Executive portfolio holder for Children's, Families, Education & Skills.
- Member Panel comprising of members who are not part of the Main interview Panel.
- Partner Stakeholder Panel comprising Children's Board, Children's Trust, Local Safeguarding Board and Local Children's Charities.
- A Children's and Young People's stakeholder group; and
- CLT Panel.

5.3 It is proposed that Technical interviews and Psychometric testing will also be undertaken as part of the selection process; and that the long/short listing meetings will take place remotely via video conferencing.

5.4 Candidates will be asked to provide a video about themselves and what they can bring to the role, following the long listing stage. The Leader and Chief Executive will also meet with all shortlisted candidates.

5.5 It is proposed that the final interview takes place in person at The Cube in Corby.

6 Next Steps

6.1 The recruitment campaign, including national and online adverts will commence in late February 2024. Thereafter, following a period of long listing and shortlisting, in consultation with the Subcommittee, the Subcommittee (as the interview panel) will interview shortlisted candidates and appoint, as appropriate, a successful candidate.

7 Implications (including financial implications)

7.1 Resources and Financial and Transformation

7.1.1 Resources are required in terms of a time commitment from members to participate in the long/short listing meetings and the interview panels. A draft of proposed key dates is included in Appendix B.

7.1.2 There are no additional financial implications arising from the proposal to appoint the sub-committee.

7.2 Legal and Governance

- 7.2.1 The council must ensure that appointment of statutory roles are managed in accordance with the Constitution. The recommendations proposed in this report will ensure that the correct process is followed.
- 7.2.2 In accordance with the local Authorities (Standing Orders)(England) Regulations 2001 (and as referenced in section 4 of Part 9.5 – Officer Employment Procedure Rules of the Constitution, an offer of appointment in relation to the relevant chief officer/s, may not be made until members of the Executive have been notified of the proposed appointment and within a required period of time, no material or well-founded objection has been received by the Proper Officer.

7.3 Relevant Policies and Plans

- 7.3.1 Appointment to Executive Director of Children’s Services will support the Council’s Corporate Plan 2021-25 and the key principle plans and polices of the Council.

7.4 Risk

- 7.4.1 There is a risk of challenge to the process if the correct procedure is not followed.
- 7.4.2 There is a risk to the council if a thorough selection and recruitment process is not undertaken which could result in either the wrong candidate being recruited, or no successful applicant appointed.
- 7.4.3 There are no further risks to consider arising from the proposed recommendations in this report.

7.5 Consultation

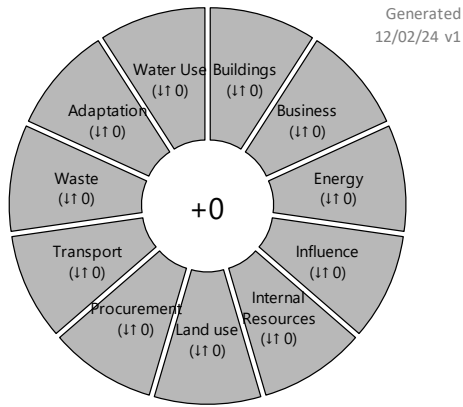
- 7.5.1 None required

7.6 Equality Implications

- 7.6.1 A fair and transparent process will be undertaken, in accordance with the Council’s values and behaviours and diversity and inclusion policies.

7.7 Climate Impact

- 7.7.1 There are no specific climate impacts arising from this report.



North Northamptonshire Council has committed to being a carbon neutral organisation by 2030, 5 yrs & 10 mos away.

7.8 Community Impact

7.8.1 There are no specific community impacts arising from this report.

7.9 Crime and Disorder Impact

7.9.1 There are no specific crime and disorder implications arising from this report.

8 Background Papers

8.1 Constitution of North Northamptonshire Council ([link to website](#))

Job Description and Person Specification



Executive Director of Childrens Services - Childrens Services Directorate

Salary:	£140,000- £151,000
Job Family:	SM16
Working hours:	37 hours per week.
Work base:	The Cube, in Corby.
Responsible to:	Chief Executive North Northants Council

We are delighted that you are considering joining our team at North Northamptonshire Council.

By recognising that our employees are our greatest asset, we invest in, value and develop them to progress our ambition to be an employer of choice. Our corporate values and behaviours also encourage customer focus, efficiency and support our employees to achieve.

Main Purpose

As a member of the Corporate Leadership Team, the post holder will:

- Undertake the statutory duties of Director of Children's Services (DCS) for North Northamptonshire Council.
- Provide leadership and oversight of the provision of Children's Services, to address the local needs of all children and young people and ensure a joined-up high quality, value for money services are provided. This includes the most disadvantaged and vulnerable, their families and carers.
- Be responsible for the contract management and effective service delivery of the Northamptonshire Children's Trust (NCT), working closely with the DCS for West Northamptonshire.
- Be responsible for the delivery of the Education functions of the local authority.

- Work closely with the Chief Executive, Members, and peers to drive forward the Council's vision, strategic priorities, and objectives; ensuring the needs of children and young people and Children's Trust service delivery plans are aligned to these.
- Lead officer for Ofsted and inspections.

Role Responsibilities

Strategic Leadership and Management

- Engage with senior political and managerial leaders to ensure Children's Services meet legal and statutory obligations and effective and transparent scrutiny arrangements are in place.
- Lead on the contract management of the Children's Trust contract; managing the client relationship, developing relationships with the Children's Trust Board and monitoring service delivery outcomes and performance in accordance with statutory requirements, agreed operational plans and KPI's. As part of this management, liaise with the DCS of West Northamptonshire Council where applicable.
- Be a fully participating member of the Council's corporate leadership team (CLT), to drive strategy report on Children's Services performance and champion the delivery of the Council's vision and strategy with Councillors, partners, community representatives, and colleagues.
- Drive transformational change, fostering and leading a culture of continuous improvement that reflects the values of the Council and encourages creativity and commercial acumen within a public service ethos.

Core Responsibilities

- Discharge the responsibilities of the statutory Director of Children's Services (DCS) for North Northamptonshire Council as defined by the Department for Education to ensure that the Council effectively meets its statutory duties as a Corporate Parent, in accordance with section 18(2) of the Children Act 2004.
- Fulfil the Councils' statutory responsibilities in respect of partnership working, the Local Safeguarding Children's Partnership arrangements, Health and Wellbeing Boards and Community Safety Partnerships and lead on the children's safeguarding agenda. Act as the office holder under the Safeguarding Vulnerable Groups Act of 2006.
- Professional leadership, oversight and contract management of Children's social care services to meet the Council's legal and statutory obligations and reduce the need for statutory intervention.
- Operate in a complex multi-agency environment, building productive working relations and collaborative arrangements with the Children's Trust, internal and external partners to ensure effective and integrated mechanisms are in place to support vulnerable children transitioning to adulthood.
- Ensure that all direct delivery services and commissioned arrangements for Education and Early Help services are focused on improving outcomes for Northamptonshire's Children and Young People and achieve best value for the Council.
- Ensure that Children's Education and Early years services are designed and delivered to the highest Ofsted standards and within legislative requirements; involving service users to achieve a more customer-centred service delivery model whilst providing value for money and maximising available resources.
- Demonstrate improvement in services to external regulator and inspection bodies such as Ofsted, by developing robust governance and control, performance management and reporting, which supports effective decision making and delivers assurance.
- Responsible for the delivery of the Learning, Skills and Education services across North Northamptonshire and lead pupil place planning and the capital programme to support the delivery of plans in cooperation with schools.
- Develop and lead a culture of continuous improvement and customer focus within services, develop employees by setting targets, managing, and monitoring performance and putting in place improvement plans that provide value for money, cost effective systems and improved outcomes for children and young people.

- Manage resources efficiently and effectively, to ensure that there are sufficient financial, human, and other resources to deliver high quality services and creates a working environment which encourages creative thinking, innovative practice and risk-based decision making.
- Manage the Council's Children's services budgets, including the financial performance of the Children's trust to ensure that financial targets are met, systems are in place to identify pressure areas, respond appropriately and take remedial action where necessary.
- To develop initiatives and secure funds to enable change and improvement in services.
- Represent the Council at regional and national networking forums, keeping abreast of latest research and best practice and continually reviewing the impact of local and national policies to develop appropriate strategic responses to ensure the Council meets its statutory obligations and organisational priorities.
- Attend meetings in the evenings and act as 'Duty Director' in the case of emergencies as determined by the CLT rota.

Political Interface and Member Relations

- Develop and maintain effective working relationships with all elected Members to foster a positive and productive interface between Members and officers across the Council.
- Provide high quality, timely professional advice and guidance to Elected Members, Regulators, senior leadership colleagues and other stakeholders on any legislative changes and issues that have a children's service-related impact on the Council, including the performance and contract monitoring outcomes of Children's Trust services.
- To support Members in formulating strategic policy, direction, performance of services, providing professional advice, reports, and briefings to members on all matters relating to Children's Services.
- Promote a culture of political awareness amongst officers to help translate political will into appropriate future strategies and delivery of objectives.

Leading Partnerships, Collaboration and Managing Reputation

- Build, nurture and maintain effective relationships with local, regional, and national partners including Central Government and Ofsted, to optimise the Council's strategic objectives.
- Influence a range of policy makers, public bodies, partners, and suppliers to ensure the Council is well positioned to meet existing objectives and new challenges.
- Develop and maintain excellent partnership and other working arrangements with key stakeholders and regulators (both internal and external to the Council).

To undertake any other duties commensurate with the role.

Person Specification

Qualifications

- Educated to degree-level or equivalent in a relevant subject, or equivalent by experience.
- Educated to relevant post-graduate or professional qualification in a relevant subject.
- Evidence of continuous professional development.
- Hold appropriate membership of a professional body.

Background and Experience

- Significant post-qualification experience gained either in the public, private or voluntary sector operating in a senior leadership role, with a proven track record of delivering successful Children's Services in a multi-disciplined and complex environment.
- Extensive experience of strategic planning and service delivery within local or central government or private sector, with demonstrable and proven record of achievement in same. This will include experience of developing and implementing planning, commissioning, and performance frameworks in a multi-disciplinary and partnership environment.

- Demonstrable experience and evidence of being able to understand and respond to the lived experience of children and families.

Experience and success in

- Leading organisational and transformational change and driving through service improvement; including the re-engineering of services in response to changing needs and demands. leading and developing high performing, professional teams.
- Effective partnership working, networking and collaboration; developing and maintaining positive and productive relationships with a range of internal and external stakeholders and strategic partners.
- Driving cultural change and organisational vision and values.
- Operating in a political environment, providing professional advice and guidance to, and building effective working relationships with senior managers and elected Members.
- Developing strategic financial and risk-based policies and plans.
- Demonstrable achievement in successfully managing budgets in a demanding public arena.
- Demonstrable experience of successful contract management and customer relationship management.

Skills and Knowledge

- Excellent current working knowledge and understanding of local government issues, emerging trends, policy developments, legislation, and statutory requirements.
- Knowledge and understanding of Children's Services national agenda; including knowledge of relevant regulatory and inspection frameworks and the ability to translate this into local solutions.
- Demonstrable leadership skills: specifically, the ability to 'take people' with you and promote organisational vision and values.
- Experience of leading a large directorate within a complex and diverse organisation, and leading constant change and transformation, establishing a mandate for change and inspiring the workforce to improve.
- Highly developed interpersonal, advocacy and communication skills, with ability to engage a range of audiences and positively represent the Council. Strong reporting writing and presentation skills
- Ability to see the big picture, interpret it and develop relevant strategies, plans and deliverables.
- Ability to encourage and engender collaborative working and build positive relationships with external agencies, partners, and internal and external stakeholders.
- Political awareness and the ability to work successfully within a political environment through effective working relationships with Elected Members.
- Ability to challenge delivery practices and where appropriate, champion and drive alternative solutions that align to the Council's vision and strategy.
- Excellent knowledge of the impact of underlying demographic, social or political drivers, and understands the formal and informal politics at the regional and national level and what this means for the Council.
- Ability to learn from experience and to share that learning through future actions to improve service delivery and performance.
- Strong management skills, with ability to make informed decisions, and build and maintain successful relationships and networks.
- Ability to respond quickly and innovatively in order to manage and enhance the Council's reputation.
- Strong influencing and negotiating skills.
- Strong financial and budget management skills.
- Highly developed analytical and problem-solving skills, able to work strategically and apply sound judgement.

Personal Qualities

- Passionate about putting children and young people at the heart of service delivery.

- Positive role model for behaviours and culture.
- Collaborative and strategic leader – able to motivate and work across boundaries and achieve performance and results through others.
- Sound judgement in devising and evaluating options and dealing with complex issues.
- Demonstrable evidence of policy judgement, political awareness, and astuteness.
- Flexible and able to meet competing demands and challenging circumstances.
- Ability to work under pressure and deliver outcomes at pace.
- Robust and resilient, with drive and self-motivation.
- Personality and credibility that engages and commands the confidence of all stakeholders.
- Innovative and forward looking with a ‘can-do’ attitude.
- Commercially and financially astute and customer focussed.
- Ethical, accountable behaviour and a personal commitment to equality, diversity, and inclusivity.
- Ability to build rapport and relationships with ease, quickly gaining trust.

Our Values and Behaviours

Our values define who we are and how we operate, by forming the foundation for how we interact with our customers, colleagues and provide our services. They are also at the forefront of our decision making and delivery and include:

	Customer-focused	<ul style="list-style-type: none"> • Think ‘One Team’ and act Council-wide • Take ownership and do the right thing • Keep customers up-to-date and informed • Listen and respond to differing needs
	Respectful	<ul style="list-style-type: none"> • Embrace and live the Council’s values • Listen to and value the contributions of others • Share ideas and feedback at all levels • Promote diversity and inclusivity
	Efficient	<ul style="list-style-type: none"> • Challenge and innovate • Be collaborative and share learning • Be flexible, proactive and prioritise • Seek learning opportunities
	Supportive	<ul style="list-style-type: none"> • Build an open and sustainable culture • Promote achievement and celebrate success • Be caring and empathetic • Develop yourself and others
	Trustworthy	<ul style="list-style-type: none"> • Act with honesty and integrity • Build effective relationships • Do what you say you’re going to do • Be open and transparent

Our Key Commitments

Our key commitments help ensure that the priorities we make, now and in the future, maintain the necessary breadth of focus in those areas that we believe matter most.

Our key commitments are:

- **Active, fulfilled lives:** We will help people live healthier, more active, independent and fulfilled lives.

- **Better, brighter futures:** We will care for our young people, providing them with a high-quality education and opportunities to help them flourish.
- **Safe and thriving places:** We will enable a thriving and successful economy that shapes great places to live, learn, work and visit.
- **Green, sustainable environment:** We will take a lead on improving the green environment, making the area more sustainable for generations to come.
- **Connected communities:** We will ensure our communities are connected with one another, so they are able to shape their lives and the areas where they live.
- **Modern public services:** We will provide efficient, effective and affordable services that make a real difference to all our local communities.

Why choose us?

We offer a fantastic working environment including diverse and active staff networks, great flexible working opportunities and well as many other benefits, you will:

- Receive a generous annual leave allowance.
- Have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.
- Join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate life cover and ill-health protection. Benefits are based on the length of your membership and final salary.

We are proud to be a recognised Disability Confident Employer and is committed to providing an inclusive recruitment process and will offer an interview to disabled applicants who meet the essential criteria for the role.



Timeline for Permanent Executive Director of Children's Services Appointment

Dates	Activity
Late February 2024 TBC	Advert out for 4 weeks (exact date will depend on publication)
After Easter 2024 TBC	Advert closes Longlist report to be sent to Council by 9 th April 2024. HR will distribute to panel members.
Wednesday – 17th April 2024 (9:00am-10:30am)	Longlisting – Leaders Office – The Cube in Corby
18 th - 24 th April 2024	Technical Interviews + Candidate Videos – candidates to provide a video about themselves (as we did for CEX process). Penna to arrange with candidates and share technical interview reports/video links with Council by 25 th April at the latest.
Thursday – 2nd May 2024 (12:00am-1:30am)	Shortlisting - Leaders Office – The Cube in Corby
Between 3 rd and 20 th May 2024	Face to face meetings with Chief Executive and the Leader + office tour
Tuesday 21st May 2024 (all day) DAY 1 – STAKEHOLDER PANEL INTERVIEWS	<ul style="list-style-type: none"> • Member Panel – (45 mins) • CLT Panel (30 mins) • Partner Panel (including headteachers) – (45 mins) • Children and Young People's Panel (30 mins) <p>NB – Main Panel members not required on this day and feedback will be provided from the stakeholder panel prior to the interviews on 21/5/24.</p>
Wednesday – 22nd May 2024 DAY 2 – MAIN INTERVIEW PANEL (All day)	Final Interview <ul style="list-style-type: none"> • Main Interview Panel - (1-1.5 hours) - Executive Room at The Cube in Corby
23 rd May 2024	Objections Process
Late May 2024 - TBC	Conditional offer and pre-employment checks undertaken. External Comms
Late May 2024	Communication regarding the appointment - (after conditional offer – needs to be agreed with successful candidate).

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