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| | <p style="text-align: center;">Remuneration Committee Wednesday 18th March 2015</p> |
| <p style="text-align: center;">Title</p> | <p style="text-align: center;">Appointment of the Chief Operating Officer</p> |
| <p style="text-align: center;">Report of</p> | <p>Chief Executive</p> |
| <p style="text-align: center;">Wards</p> | <p>Not applicable</p> |
| <p style="text-align: center;">Date added to Forward Plan</p> | <p>Not applicable</p> |
| <p style="text-align: center;">Status</p> | <p>Public</p> |
| <p style="text-align: center;">Enclosures</p> | <p>Separately circulated Member pack</p> |
| <p style="text-align: center;">Officer Contact Details</p> | <p>Chris Collier, Resourcing Consultant, 020 8359 7127</p> |

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| <h2>Summary</h2> |
| <p>The role of Chief Operating Officer is the designated statutory Section 151 Officer for the Council. The role was advertised externally and as at the closing date, nine applications were received.</p> <p>Applications were assessed against the criteria within the role profile and six candidates were deemed suitable to progress through to the technical interview stage.</p> <p>The remaining six candidates were assessed by a technical expert in the field. Following this process, three candidates were shortlisted and deemed suitable to progress forward to 1-2-1 meetings with the Chief Executive and Strategic Director for Commissioning.</p> <p>Members will be provided with some questions prior to the committee meeting for their consideration and these can be found within the Member recruitment pack, which also includes full background to the candidates being put forward for interview.</p> |

Recommendations

1. That the Committee interview the candidates for this post and, if considered appropriate, make an appointment

1. WHY THIS REPORT IS NEEDED

- 1.1 This report provides background information to the recruitment process for the Chief Operating Officer. This post is the designated statutory section 151 officer.

2. REASONS FOR RECOMMENDATIONS

- 2.1 The Remuneration Committee's terms of reference are set out in the Council's Constitution – Responsibility for Functions, Annex A. Remuneration Committee are empowered to make final recruitment selection decisions for roles that hold a statutory duty.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

Not applicable.

4. POST DECISION IMPLEMENTATION

- 4.1 Should the Committee consider one of the candidates appropriate to appoint to the role, then the appropriate offer process will commence, following the Council's Recruitment and Selection policy.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

The post in question is critical to achievement of all the Corporate Priorities

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

The cost of the post and recruitment exercise will be contained within existing budget provision.

5.3 Legal and Constitutional References

Under section 15A of the Constitution, Responsibility for Functions, the Remuneration Committee is responsible for chief office appointments. The appointment should be made on merit in accordance with section 7 Local Government and Housing Act 1989.

5.4 Risk Management

None

5.5 Equalities and Diversity

This process is governed by statutory requirements on equality of recruitment and by the Council's own internal policies.

5.6 Consultation and Engagement

Members of Remuneration Committee will receive a separately circulated Member recruitment pack

6. BACKGROUND PAPERS

6.1 None

REPORT CLEARANCE CHECKLIST

(Removed prior to publication and retained by Governance Service)

Report authors should engage with their Governance Champion early in the report writing process and record the date below. If the decision/report has been reviewed at an internal board please record the date and name of the meeting (e.g. SCB). Otherwise enter N/A. All reports must be cleared by the appropriate Director/AD, Legal, Finance and Governance as a minimum. **Legal, Finance and Governance require a minimum of 5 working days to provide report clearance. Clearance cannot be guaranteed for reports submitted outside of this time.**

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