



Constitution & General Purposes Committee Meeting

6 January 2022

Title	Temporary Recruitment to Post of Assistant Director, Development and Economy
Report of	Director of Growth
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A – Updated JD
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Summary

This paper seeks committee approval to advertise and recruit to an Assistant Director - Development and Economy post for a period of up to 12 months to backfill for the secondment period of the postholder.

Officers Recommendations

- 1. That the Committee authorises: the advertisement of and recruitment to on a temporary contract of up to 12 months of an Assistant Director – Development and Economy post within the senior management team, as set out in this report.**
- 2. That authority to decide on the appropriate salary point in the grade of Level 6 £90,866- £111,178 to be delegated to the Director for Growth.**

1. Why this report is needed

- 1.1 This paper sets out proposed changes to the LBB staffing structure to backfill this key post whilst the postholder is undertaking a secondment to the post of Brent Cross Director which is also key to the business continuity of the organisation.
- 1.2 To recruit for on a temporary fixed term contract of up to 12 months to the post of Assistant Director – Development and Economy, which reports to the Director of Growth.
- 1.3 The Assistant Director – Development and Economy leads and manages regeneration, town centres, business recovery (post-COVID) and economic development; employment and skills; and have client responsibility for planning and housing.

2. Reasons for recommendations

- 2.1 This approach is being recommended because we are seconding the current AD– Development and Economy to the post of Director, Brent Cross Programme, which becomes vacant at the end of January, leaving a vacancy. It was felt that the most appropriate way to fill this key role was to appoint from Barnet’s own senior personnel, on the basis that this will: guarantee we appoint an appropriately skilled and experienced successor; and speed the replacement, and thereby allow for effective handover with the outgoing director. As Members will be aware, Brent Cross is complex and challenging and proper management of the programme is a key risk mitigation. The secondment to this role will continue until a permanent recruitment can take place.
- 2.2 However, seconding the AD– Development and Economy, in turn, creates a vacancy to this senior role, which has lead responsibility for:
 - Implementing the Council’s Growth Strategy (aside from the Brent Cross Development)
 - Driving the Council’s programme for supporting local economic recovery (post COVID)
 - Actively redressing the decline of the borough’s major town centres, and leading work to reinvent and reinvigorate them
 - Overseeing Re’s development and delivery of the Local Plan, and delivery of the Council’s planning service and estate regeneration programme
 - Commissioning initiatives that deliver council and community priorities at pace, including a pipeline of future estate and urban regeneration projects; town centre SPDs, etc.
 - Leading regeneration and planning delivery teams, directly and through our strategic partnerships with Barnet Homes and Re
 - Overseeing the Council’s housing responsibilities, maintaining a strong relationship with our strategic housing partner, Barnet Homes

- Ensuring that Council's growth ambitions are reflected in the Council's wider strategies and plans across all service areas, and that the Growth Strategy is directly contributing to wider council corporate priorities
- Seeking to exploit income-generating opportunities through commercially-savvy implementation of the Council's Growth Strategy and thereby materially contributing to the MTFS
- Leading the Council's approach to digital infrastructure and Smart Cities to support residents, business growth, investment, and the Council's income objectives
- Co-ordinating the Council's service requirements to ensure a 'one council' approach to the design and delivery of regeneration projects and programmes • Anticipating and managing risks and issues relating to all aspects of the service.
- Developing internal and external networks in promotion of the Council's growth agenda
- Pro-actively engaging stakeholders – foremost members – in relevant strategy and policy develop

3. Alternative options considered and not recommended

- 3.1 Do nothing: The Constitution and General Purposes Committee could choose to leave the AD – Development and Economy vacant, subject to permanent recruitment of a replacement Brent Cross programme director, but this would result in a lack of sufficient leadership capacity within the Growth team to maintain delivery of the Growth Strategy.

4. Post decision implementation

- 4.1 Should the Committee approve the proposed creation of the new post, it will be advertised, and the recruitment exercise will be undertaken. The post is expected to be offered based on a fixed term contract of up to 12 months.

5. Implications of decision

5.1 Corporate Priorities and Performance

- 5.1.1 [The Barnet Plan](#) details the council's strategic approach. The Growth Directorate is the main corporate engine for the Thriving priority in the Barnet Plan. Growth brings together the council's regeneration, planning, housing, and estates services, and is responsible for developing council infrastructure, such as schools and leisure centres. In addition, the directorate facilitates the delivery of skills and employment programmes, fosters economic development, and provides business support.
- 5.1.2 The [Growth Strategy](#) responds to expected economic, social and environmental trends to 2030, including a growing population, changes in the employment market and how we work, changes in how we use our high streets, as well as environmental concerns. It sets out how we will offer greater local opportunities, create better places, encourage more active lifestyles and over time increase the health and well-being of Barnet's

residents.

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

5.2.1 The Assistant Director – Development and Economy is funded from the existing growth budget allocation following from the H&G Committee approval of the Growth Strategy in January 2020.

5.3 **Legal and Constitutional References**

5.3.1 In accordance with Article 7 of the Council's Constitution, the Constitution and General Purposes Committee has responsibilities for staffing matters other than those within the remit of the Chief Officer Appointment Panel.

5.3.2 The HR Regulations state: Section 2.1 Officer Employment Procedure Rules Sections 2.1.3 to 2.1.5 are subject to the following restriction: No vacant posts at Assistant Director level or above shall be advertised or recruited to without prior Committee approval.

5.3.3 Under the terms of reference of this committee it must approve chief officer salary packages of over £100,000. Although this is not a chief officer post it is appropriate that this should still be approved by the Committee and is in line with government guidance issued under s.40 of the Localism Act (Openness and Accountability in Local Pay) which refers to member approval for salary packages over £100,000.

5.4 **Insight**

N/A

5.5 **Social Value**

5.5.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic, and environmental benefits. The Assistant Director – Development and Economy role has been expressly created to enhance the ability of the Council to secure wider economic

5.6 **Risk Management**

The Assistant Director role is currently funded.

5.7 **Equalities and Diversity**

5.7.1 The statutory grounds of the public sector equality duty are found at section 149 of the Equality Act 2010 and are as follows:

5.7.2 A public authority must, in the exercise of its functions, have due regard to the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected

characteristic and persons who do not share it.

5.8 **Corporate Parenting**

5.8.1 The changes have no direct impact on looked after children or care leavers

5.9 **Consultation and Engagement**

N/A

5.10 **Environmental Impact**

5.10.1 There are no direct environmental implications from noting the recommendations. Implementing the recommendations in the report will lead to a positive impact on the Council's carbon and ecology impact, or at least it is neutral.

6. **Background papers**

6.1 <https://barnet.moderngov.co.uk/documents/s59529/Creation%20of%20Assistant%20Director%20Economy%20and%20Development%20Post.pdf>