

Subject: Appointment to the posts of Strategic Director and Development Director

Report to: Full Council 12 June 2017

Report by: Head of HR / OD

SUBJECT MATTER/RECOMMENDATIONS

To seek ratification of the recommendations from the Employment Committee following the recruitment and selection process undertaken by the Committee.

Recommendations:

- 1) To appoint David Glason as Development Director
- 2) To appoint Neil Shaw as Strategic Director

1. BACKGROUND

On 16 May 2017, Full Council considered a report outlining the assessment process for the posts of Strategic and Development Directors. Following assessment centres carried out on 26/27 April and 9/11 May, Full Council agreed to appoint Kate Watts to one of the Strategic Director posts.

Due to candidate availability, a further assessment process took place on 22/23 May and as a result of that process, the Employment Committee are recommending that Full Council agree the following appointments:-

- David Glason as the Development Director
- Neil Shaw as a Strategic Director (remaining post)

The Employment Committee were assisted in the process by Michelle Kirk (EELGA) and the Chief Executive.

These recommendations conclude the assessment process for the Director posts.

The Chief Executive will finalise the conditions of employment and start date for all successful candidates, once Council has agreed the appointments.

2. **FINANCIAL IMPLICATIONS**

The salary range applicable to these roles are within budgeted salary range and contained within the Council's approved Pay Policy Statement.

3. **RISK IMPLICATIONS**

There are no identified risk implications identified from the recommendations contained within this report.

4. **POLICY IMPLICATIONS**

Under the Council's Constitution (Article 41 – Officer Employment Procedure Rules) the appointment of any chief officer shall be by resolution of the Council on the recommendation of the Employment Committee.

An offer of employment as a Chief Officer shall only be made where no wellfounded objection from any Member of the Council has been received.

The consultation has concluded with UNISON on a revised redundancy and redeployment policy which will go to Policy and Resources Committee on 13 June 2017.

5. **RECOMMENDATIONS**

To appoint David Glason as Development Director

To appoint Neil Shaw as Strategic Director

6. **BACKGROUND PAPERS**

Great Yarmouth Borough Council's Constitution

The Organisational Development Report to Full Council on 21 February 2017

Areas of consideration: e.g. does this report raise any of the following issues and if so how have these been considered/mitigated against?

Area for consideration	Comment
Monitoring Officer Consultation:	
Section 151 Officer Consultation:	

Existing Council Policies:	Constitution
Financial Implications:	
Legal Implications (including human rights)	
Risk Implications:	
Equality Issues/EQIA assessment:	
Crime & Disorder:	
Every Child Matters:	