

Subject: Appointment of Chief Executive and Directors

Report to: Cabinet – 19 December 2012
Council – 20 December 2012

Report by: Change Manager

SUBJECT MATTER/RECOMMENDATIONS

To agree the following appointments:-

Jane Ratcliffe	-	Chief Executive
Seb Duncan	-	Director of Resources, Governance and Growth
Jane Beck	-	Director of Customer Services
Robert Read	-	Director of Housing and Neighbourhoods

1. INTRODUCTION/BACKGROUND

At the Council meeting on 27 November 2012 it was agreed “that the appointment of the Chief Executive and three Directors be confirmed at the special meeting of Council on 20 December 2012”.

The Council’s Deputy Managing Director and three Heads of Department were invited to apply for the new Chief Executive position. The Deputy Managing Director was the only applicant.

An Appointments Panel, consisting of the Leader of the Council, Deputy Leader, Portfolio Holder for Transformation and Regeneration, Leader of the Opposition and Deputy Leader of the Opposition met on 3 December 2012 to consider the application.

The selection process included psychometric testing, a presentation, mock advisory session, case study and final interview. It was overseen by the East of England Local Government Association.

The Appointments Panel concluded, by a majority decision, that they should recommend to full Council that Jane Ratcliffe, Deputy Managing Director, should be appointed as the Council’s new Chief Executive on a two year, fixed-term contract.

The Council's three Heads of Department were invited to apply for the new Director posts. Interviews were undertaken by the Leader of the Council, Deputy Leader and Leader of the Opposition on 5 December 2012. The Panel concluded that they should recommend the following appointments to full Council:-

- Seb Duncan – Director of Resources, Governance and Growth
- Jane Beck – Director of Customer Services
- Robert Read – Director of Housing and Neighbourhoods

In accordance with statutory requirements, all Cabinet Members have been advised of the proposed appointments and have raised no objections.

FINANCIAL IMPLICATIONS:

Detailed in report to Cabinet on 21 November 2012

LEGAL IMPLICATIONS:

Detailed in report to Cabinet on 21 November 2012

EXECUTIVE BOARD OR DIRECTOR CONSULTATION:

RECOMMENDATIONS:

Does this report raise any legal, financial, sustainability, equality, crime and disorder or human rights issues and, if so, have they been considered?	Issues	
	Legal	Yes
	Financial	Yes
	Risk	Yes
	Sustainability	Yes
	Crime and Disorder	No
	Human Rights	No
	Every Child Matters	No
	Equality	Yes
	EqlA Form completed	No

W:\Central services\Member Services\MemberServices\Robin Hodds\Reports\Report to Cabinet and Council - Appointment of Chief Executive and Directors.doc