



Subject: Appointment of Executive Director - Place

Report to: Council - 21st February 2023

Report by: Sarah Tate, Head of Organisational Development

SUBJECT MATTER

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

RECOMMENDATION

That Council :

- (1) Agree to the appointment of Natasha Hayes as Executive Director – Place

1. Introduction

- 1.1. Under the Council's Constitution (Article 45 – Officer Employment Procedure Rules) the appointment of any chief officer shall be by resolution of the Council on the recommendation of the Employment Committee.
- 1.2. An offer of employment as a Chief Officer shall only be made where no well-founded objection from any Member of the Council has been received.
- 1.3. The Employment Committee met on 30th January 2023 to undertake the final stage of the recruitment process for the Executive Director – Place, in accordance with the Council's Constitution. The Employment Committee are recommending Full Council to agree the following appointment:

Natasha Hayes as Executive Director – Place
- 1.4. The Employment Committee were assisted in the process by Sheila Oxtoby, Chief Executive, Sapna Sharma, Penna and Sarah Tate, Head of Organisational Development.
- 1.5. The Employment Committee was attended by:

Councillor Carl Smith Councillor Emma Flaxman-Taylor
Councillor Penny Carpenter Councillor Paula Waters-Bunn

Councillor Trevor Wainwright
- 1.6. Due to the difficult recruitment market and the seniority of this post the Council were supported by Penna during the process. The post was advertised internally and externally through relevant media channels, including the MJ, Penna, various recruitment websites,

social media, LinkedIn and a bespoke microsite on the Council’s web pages. Penna undertook a head-hunting exercise and contacted over 100 potential candidates, 24 applications were received, 6 candidates were longlisted and attended a technical interview and 3 applicants were taken through to the final stages of the process.

- 1.7. The whole assessment process included CV and covering letter, a technical interview using a Technical Assessor who has extensive experience in a range of place shaping services including regeneration, planning, economic development and recovery, assets, commercialisation as well delivering housing service and experience of Coastal and Urban issues and has worked in Borough, District and Unitary Authorities. Following this there was an assessment centre which included a stakeholder session, chairing of an ELT meeting and a meeting with heads of service. Insights profiles were also undertaken for each candidate. The Employment Committee were provided with feedback from the technical interviews and the assessment centre. The Employment Committee undertook the final interview process which included a presentation on a set topic and a series of interview questions.
- 1.8. Following the conclusion of the whole process the committee considered the candidate and it was agreed that Natasha Hayes should be recommended for the role of Executive Director – Place.

2. Financial Implications

- 2.1. The salary range and market supplement applicable to this role with within budgeted salary range and contained within the Councils approved Pay Policy Statement. There are no additional financial implications.

3. Risk Implications

- 3.1. There are no identified risk implications identified from the recommendation contained within this report.

4. Conclusion

- 4.1. An extensive and thorough recruitment process was undertaken to enable the appointment of the new Executive Director – Place.

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: | ELT |
| Section 151 Officer Consultation: | ELT |
| Existing Council Policies: | Constitution |

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|---|--------------------------|
| Financial Implications (including VAT and tax): | Identified within report |
| Legal Implications (including human rights): | N/A |
| Risk Implications: | Identified within report |
| Equality Issues/EQIA assessment: | N/A |
| Crime & Disorder: | N/A |