



FULL COUNCIL REPORT

Date Written	31 st January 2022
Report Author	Ellis Cooper
Service Area	Chief Executive
Exempt/Non Exempt	Non Exempt
Committee Date	2 nd March 2022

To: Mayor, Ladies and Gentlemen

Appointment of Director of Governance & Resources

1.0 SUMMARY OF THE REPORT

- 1.1 This report seeks approval to implement shortlisting and interview arrangements to appoint a new Director of Governance and Resources.
- 1.2 Delegated authority is sought for the Chief Executive to determine the recruitment timetable and any changes that may be required to be made to the interview panels in consultation with the Leader and Cabinet Member for Governance and Resources.
- 1.3 The final appointment decision will be determined at the end of the recruitment process.

2.0 RECOMMENDATIONS that

- 2.1 The shortlisting and interview arrangements to appoint a new Director of Governance and Resources be approved.
- 2.2 The granting of Delegated authority to the Chief Executive to determine the recruitment timetable and any changes that may be required to be made to the interview panels in consultation with the Leader and Cabinet Member for Governance and Corporate Services be approved.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 Members will be aware that following the Senior Management structure report of 3rd November 2021 approval was made in relation to a new Director of Governance and Resources post. This post was recommended due to the wide range of services provided within the centre and the potential move over time of the commercial function to this area, a senior strategic lead would provide additional capacity to improve corporate governance. The Improvement and Assurance Board also raised the need for an increase in strategic capacity within the corporate centre.
- 3.2 The new Director of Governance and Resources will be responsible for joining up the enabling corporate support functions and leading on the transformation agenda.
- 3.3 Focus has been placed on ensuring our governance is strengthened to continuously improve and that we are effective, efficient and economic, all leading to the long-term sustainability of the Council.

4.0 RECRUITMENT PROGRAMME AND TIMETABLE

- 4.1 The following activities will be required to be performed during the recruitment process and be clearly set out in a programme/recruitment timetable.

Activity	Timeline
Recruitment up to closing date, including: <ul style="list-style-type: none"> • Briefing meeting • Design of recruitment timetable • Advertise role 	Week commencing 7 th February
Recruitment process from sifting to Short-List Meeting, including: <ul style="list-style-type: none"> • Application sifting and recommendations • Short-Listing • Standing down/feedback to unsuccessful applicants, notifying successful candidates 	Week commencing 7 th March
Recruitment process from shortlisting to interviews <ul style="list-style-type: none"> • Candidate invitations to Councillor Panel Interview • Timetabling of Final Panel Interviews • Electronic Final Panel Pack • Design of Final Panel presentation • Suggested Final Panel questions • Standing down/Feedback to unsuccessful candidates • Notification and feedback to successful candidate 	Week commencing 14 th March Interviews week commencing 28 th March

- 4.2 The Councillor interview panel will be made up of the Cabinet Member for Governance and Resources and representation from each of the political groups.
- 4.3 The Final Interview Panel will be made up of the Chief Executive, the Leader, Chair of the Improvement and Assurance board supported by HR.
- 4.4 The successful candidate for appointment from the Final Interview Panel will be presented to Council as advised by the Chief Executive.

5.0 FINANCIAL IMPLICATIONS

- 5.1 The position has been budgeted for within the Medium Term Financial Plan.

6.0 INTEGRATED IMPACT ASSESSMENT

6.1	Positive Impacts	Negative Impacts	Neutral/Not Applicable	
1. Merthyr Tydfil Well-being Objectives	4 of 4	0 of 4	0 of 4	
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement 	5 of 5	0 of 5	0 of 5	
3. Protected Characteristics (including Welsh Language)	1 of 10	0 of 10	9 of 10	
4. Socio-economic Disadvantage	0 of 6	0 of 6	6 of 6	
5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	0 of 1	0 of 1	1 of 1	
6. Data and Evidence to inform the proposal	Yes		No	
	0 of 1		1 of 1	
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced	Neutral/Not Applicable
	0 of 1	0 of 1	0 of 1	1 of 1

Summary	
The main positive impacts are:	By having a clear, open and transparent recruitment process for the Director of Governance and Resources, focus has been placed on ensuring our governance is strengthened to continuously improve and that we are effective, efficient and economic, all leading to the long-term sustainability of the Council.
The main negative impacts are:	No negative impacts have been identified.

**ELLIS COOPER/
CHIEF EXECUTIVE**

**COUNCILLOR LISA MYTTON
LEADER
CABINET MEMBER FOR EDUCATION**

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Does the report contain any issue that may impact the Council's Constitution?		No

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.