

# SCHEME OF DELEGATION

## REPORT OF THE EXECUTIVE DIRECTOR ORGANISATION

### WAIVING OF FINANCIAL STANDING ORDERS APPOINTMENT OF EXTERNAL RECRUITMENT AGENCY TO RECRUIT FOR THE POST OF EXECUTIVE DIRECTOR FINANCE AND S151 OFFICER

6 April 2023

#### EXEMPT INFORMATION

~~Confidential~~/Non-Confidential

#### Purpose

This report requests the waiving of financial standing orders to appoint Gatenby Sanderson as the external executive recruitment agency to support the Council in the recruitment and appointment to the post of Executive Director and S151 Officer

#### Recommendations

It is recommended that: -

- The procurement requirements of financial standing orders be waived to allow for the immediate appointment of Gatenby Sanderson to complete the executive search as part of the recruitment process for post of Executive Director and S151 Officer.

#### Background and Summary

On the 28<sup>th</sup> of March 2023 the current Executive Director Finance and S151 Officer tendered his resignation effective from 28<sup>th</sup> June 2023

This post is one of the 3 statutory posts essential to the delivery Council services and as such, there is an immediate need to appoint to the permanent post. [Note: The Section 151 Officer has a statutory duty under Section 151 of the Local Government Act 1972, to ensure that there are proper arrangements in place to administer the Council's financial affairs.]

Internal resources are currently stretched due to the demand on resources as a result of the forthcoming election and the implementation of the staff relocation programme (as defined within the Reset and Recovery programme). Further, it is envisaged that recruiting a suitably qualified, experienced Finance Director will be extremely difficult due to the lack of supply within the employment market and as such, expertise with targeted executive recruitment will be essential to support the Council in finding a suitable candidate.

To expediate the recruitment process the Executive Director Organisation and Head of Paid Service will need to commission a professional external recruitment agency. Preparatory work in this respect has already commenced due to the essential need to appoint a suitable candidate as quickly as possible so as to ensure business continuity.

The formal appointment of the suitable candidate will be subject to full Council

approval.

The Council's commitment to fairness and equality will be followed to ensure that every effort is made in the recruitment process to allow for a broad and diverse range of appropriately qualified candidates, will be considered in the search and selection process.

Given the importance of the position to the Council, it is proposed that a leading recruitment agency will be used to ensure a search can commence to find a high calibre candidate. A timetable for the process will subsequently be developed by the agency so as to ensure the timely appointment.

As such, in order to expedite the process, a financial waiver is sought so that a renown market leader (Gatenby Sanderson) can be appointed without further delay to the process..

### **Financial Implications**

- The fee payable to Gatenby Sanderson is estimated to be in the region of £10k - £23k dependent upon the final agreed support package provided. These costs will be met from the Transformation Reserve.

### **OFFICER'S DECISION:**

- Gatenby Sanderson be appointed to support the council with the recruitment process for the position of Executive Director Finance and S151 Officer.

### **Report Author**

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