

Monday, 20 November 2023

Report of the Leader of the Council

Appointment of the Chief Executive

Exempt Information

None

Purpose

To consider the recommendation of the Appointments & Staffing Committee to approve the appointment of the Chief Executive and Returning Officer to the Council with effect from 1st April 2024

Recommendations

It is recommended that:

1. Council approves the unanimous recommendation of the Appointments and Staffing Committee and agree that Stephen Gabriel is appointed to the role of Chief Executive from the 1st April 2024.
2. The Statutory role of Electoral Registration Officer is confirmed to Stephen Gabriel under section 8 of the Representation of People Act 1983 with effect from the 1st April 2024.
3. The role of Returning Officer for the Council is similarly conferred to Stephen Gabriel under the requirement laid out in section 35 of the Representation of People Act 1983 with effect from 1st April 2024.

Executive Summary

On the 18th July 2023 the current Chief Executive, Andrew Barratt, formally gave notice of his intention to retire on 31st March 2024, and after considering options available the Leader of the Council engaged an external recruitment consultancy to help market the role and to assist the Appointments and Staffing Committee through a thorough and rigorous recruitment process.

Initially 18 applications were received (of which 3 were internal), and 10 were approved by committee to be taken through for a first interview with the consultant and an independent Chief Executive.

From this stage a final interview list of 4 was approved by the committee and interviews were held on the 6th November 2023.

All candidates interviewed at this stage demonstrated very high level of competency and suitability for the role, however the Appointments & Staffing Committee unanimously agreed their preferred candidate and seek Council endorsement of their decision as is required within the constitution.

Options Considered

The Leader of the Council considered various options available and decided an open recruitment process was preferable. This was discussed at an informal Appointments & Staffing Committee.

Resource Implications

The recruitment costs were contained within existing budget, and the salary is as the agreed budget.

Legal/Risk Implications Background

The role of the Chief Executive is critical to ensure the Council effective governance, and compliance with legislation. Failure to appoint could expose the Council to an unacceptable level of risk.

Equalities Implications

The Equalities Act is not relevant to the decision in this report because it is a report dealing with procedural matters only.

Environment and Sustainability Implications (including climate change)

The decision to appoint a Chief Executive does not have any climate/sustainability implications.

Background Information

N/A

Report Author

Andrew Barratt – Chief Executive

List of Background Papers

N/A

Appendices

None