

PUBLIC

AGENDA ITEM NO: 7(b)

DERBYSHIRE COUNTY COUNCIL

CABINET

26 May 2015

Report of the Chief Executive

**RECRUITMENT OF STRATEGIC DIRECTOR
OF CHILDREN AND YOUNGER ADULTS
(Strategic Policy, Economic Development and Budget)**

1. Purpose of the Report

For Cabinet to note the proposed arrangements for recruitment to the established post of Strategic Director of Children and Younger Adults.

2. Information and Analysis

Following the resignation of the Strategic Director of Children and Younger Adults (CAYA), the Council, at its meeting on 3 December 2014, agreed to commence the recruitment process to appoint a replacement. IJ was appointed on a temporary basis to undertake the role in the interim.

Since then, the appointment to the established post of Strategic Director of Adult Care has been completed. The Council will be asked to confirm the successful appointment at its meeting on 3 June 2015.

It was therefore considered to be appropriate to delay recruitment to the CAYA role to provide senior management stability for the Council in 2015/16 following the departure of the previous Strategic Director and the recruitment of a new Strategic Director of Adult Care.

It is proposed, therefore, that the recruitment to the post of Strategic Director of Children and Younger Adults should now commence in September by way of national advertisement to enable an appointment to be made before 1 April 2016.

In the meantime, it is proposed that an internal temporary appointment to the post of Strategic Director of CAYA should be made to undertake this role until either 31 March 2016 or an appointment to the established post is made, whichever is the earlier date. It is considered that an internal appointment will provide the stability that is vital to delivering successful outcomes and maintaining staff commitment and morale, without the inevitable disruption caused by the appointment of a new Strategic Director.

This phased approach to the recruitment of Strategic Directors will also support the better integration of the most senior managers of the two largest departments into the Corporate Management Team.

The process of the recruitment to this temporary appointment will be overseen by the Chief Executive and the Director of Human Resources. The Appointments Panel will be chaired by the Leader of the Council and will include the Cabinet Member for Children and Younger Adults and a Conservative Member. The appointment will then be subject to the approval of Council at its meeting 23 September 2015.

3. Legal Considerations

The proposals outlined in the report comply with the provisions of The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Pay Policy.

4. HR Considerations

As described in the report.

5. Financial Considerations

The costs, including any recruitment costs, can be met from within existing departmental budgets.

6. Other Considerations

In preparing this report the relevance of the following factors has been considered; financial, prevention of crime and disorder, equality of opportunity; and environmental, health, property and transport considerations.

7. Key Decision?

No.

8. Is it necessary to waive the call-in period?

No.

OFFICER'S RECOMMENDATIONS

That Cabinet:-

- 9.1 Approves the process for recruiting to the post of Strategic Director of Children and Younger Adults.
- 9.2 Approves the proposed internal recruitment of a temporary Strategic Director of Children and Younger Adults until either 31 March 2016 or the appointment of an established Strategic Director of CAYA.

**IAN STEPHENSON
CHIEF EXECUTIVE**