
Senior Officers' Panel

Report of the meeting held on 1st May 2013.

Matter for Decision

1. RECRUITMENT OF MANAGING DIRECTOR AND HEAD OF SERVICE

(The following item was considered as a confidential item under paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972.)

Following their previous decision to restructure the Council's senior management arrangements, the Panel has interviewed short-listed candidates for the newly created post of Managing Director and Head of Paid Service.

For this key appointment, the Panel has received independent advice from the Society of Local Authority Chief Executives, who have significant experience in senior public sector appointments and in all recruitment and selection matters. Advice from representatives of LGSS has also been received.

The post was advertised nationally, attracting a strong field of over 70 applicants. Following technical interviews and an assessment centre which used a variety of methods to assess the suitability of the candidates for the role, three candidates were interviewed for the appointment on 1st May.

Overall, Members were very impressed with the standard of all shortlisted candidates. After careful consideration of all of the assessment information and on completion of the final interviews, the Panel were unanimous in their recommendation that a conditional offer of appointment should be made to Mrs Joanne Lancaster. The Panel considered that Mrs Lancaster demonstrated the necessary vision, strategic skills and experience to meet the future needs of the Council and challenges ahead.

Mrs Lancaster was most recently Assistant Chief Executive at Wolverhampton City Council and held that role from January 2009 to December 2012.

Subject to Council agreeing the Panel's recommendations and the completion of necessary checks, it is anticipated that Mrs Lancaster will be able to take up the appointment in late June which will allow for a handover period with the current incumbent.

The current salary scale for Local Grade 1 is included within the Council's Pay Policy Statement and has a minimum grade point of £98,514 and a maximum point of £147,768. The post was advertised with a starting salary in the region of £125,000 and Mrs Lancaster would be appointed on a spot salary of £125,000.

In accordance with the Council's Officer Employment Procedure Rules, an offer of appointment as Head of Paid Service shall not be made by the Council until details of the proposed appointment have been provided to Members of the Cabinet, who must be given a period for objection.

Subject to confirmation by the Executive Leader that there is no objection from any Member of the Cabinet to the offer of employment, it is

RECOMMENDED

that Mrs Joanne Lancaster be appointed as Managing Director and Head of Paid Service on a spot salary of £125,000.

N J Guyatt
Chairman