



**NORTHAMPTON**  
BOROUGH COUNCIL

# COUNCIL

**Monday: 12<sup>th</sup> March 2018**

**Agenda Status: Public**

**Directorate: Borough Secretary and  
Monitoring Officer**

<b>Report Title</b>	<b>Appointment of a permanent Chief Executive and Head of Paid Service.</b>
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## **1. Purpose**

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- 1.1 The purpose of this report is to ask Full Council to approve the appointment of a permanent Head of Paid Service and Chief Executive to the Council.

## **2. Recommendations**

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It is recommended that Full Council:

- 2.1 Approve the permanent appointment of George Candler as the Council's Head of Paid Service from the 13<sup>th</sup> March 2018 and Chief Executive from the 30<sup>th</sup> April 2018

## **3. Issues and Choices**

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### **3.1 Report Background**

- 3.1.1 Members will be aware that Simon Bovey has been acting as interim Head of Paid Service since the 17<sup>th</sup> August 2017 and as the interim Chief Executive since 6<sup>th</sup> September 2017.
- 3.1.2 The Local Government & Housing Act 1989 S (1) (a) places a duty on a local authority to designate one of its officers as Head of the Paid Service. This is one of three statutory roles; Head of the Paid Service, S151 Officer and Monitoring Officer. The roles of Head of the Paid Service and Monitoring Officer cannot be held, at the same time, by the same individual.
- 3.1.3 Following the resignation of the former Chief Executive, David Kennedy, Northampton Borough Council agreed with Daventry District Council to a secondment arrangement for interim Chief Executive cover.

- 3.1.4 On the 3<sup>rd</sup> November 2017, the Appointments and Appeals Committee gave consideration to the process of appointing a Chief Executive/Head of Paid Service.
- 3.1.5 It was agreed by the Committee that an external agency, Penna PLC would be used in the recruitment process. The recruitment and selection exercise undertaken followed a competitive process in January and February 2018 and the following steps were then taken by Penna;
- The publication of an advert for the post in National Newspaper
  - Completion of a job description and person specification for the post
  - Interviews of long listed candidates were carried out
- 3.1.6 Long-listing and short-listing assessments produced a final shortlist of 4 candidates, one of which withdrew from the recruitment process at this stage. The remaining 3 candidates went through a rigorous assessment process, involving psychometric testing, panel meetings with partners and stakeholders, one to one meetings with the Leader and a lunch 'meet and question time' with the Cabinet Members. Ward walks and staff panel meetings were completed along with strategic analysis exercises and presentations. On the 6<sup>th</sup> February 2018, candidates attended formal interviews with the Appointments and Appeals Committee.
- 3.1.7 The Appointments Panel, having regard to assessment results, feedback from partner and stakeholder panels, and taking account of the final interview scores, agreed unanimously in recommending that George Candler be offered the position of Chief Executive/Head of Paid Service.

## **4. Implications (including financial implications)**

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### **4.1 Policy**

- 4.1.1 There are no specific policy implications to this report or the decision the Full Council is being asked to make.

### **4.2 Resources and Risk**

- 4.2.1 The appointment to the position of Chief Executive will be broadly within the current grade for the post and in accordance with the Council's Pay Policy Statement.

### **4.3 Legal**

- 4.3.1 Section 4 of the Local Government and Housing Act 1989 confers upon Northampton Borough Council the duty to designate "one of its officers" as its Head of Paid Service.

#### **4.4 Equality**

4.4.1 All processes followed in this recruitment process complied with equality legislation and requirements. There are no direct equality or health implications arising directly from the proposed decision.

#### **4.5 Other Implications**

4.5.1 None.

#### **5. Background Papers**

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5.1 Appointment and Appeals Committee papers and minutes (confidential) of the 3<sup>rd</sup> November 2017, the 9<sup>th</sup> & 26<sup>th</sup> January 2018 and the 6<sup>th</sup> February 2018.

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