

Appointment of the Director of Resources

| | |
|------------------------------|---|
| Summary: | This report to Full Council seeks to conclude the recruitment process for the Director of Resources, through agreeing a recommendation made by the Employment and Appeals Committee. |
| Options considered: | N/A |
| Conclusions: | To support the authority in delivering its corporate objectives; whilst driving ownership, accountability and change through the authority. The Council needs to maintain sound financial stewardship, by having in place a Director of Resources with the S151 responsibilities. |
| Recommendations: | Follow the recommendation of the EAC of 20 th October 2022 and confirm the appointment of Tina Stankley as the Director of Resources and designated S151 Officer. |
| Reasons for Recommendations: | Sound financial management and leadership of the council. |

LIST OF BACKGROUND PAPERS AS REQUIRED BY LAW

(Papers relied on to write the report, which do not contain exempt information, and which are not published elsewhere)

| |
|---|
| North Norfolk District Council Constitution |
|---|

| | |
|--------------------|----------------------|
| Cabinet Member (s) | Ward(s) affected N/A |
|--------------------|----------------------|

| |
|---|
| Contact Officer, telephone number and email: James Claxton, 01263 516352 and james.claxton@north-norfolk.gov.uk |
|---|

1. Introduction

- 1.1 In May 2022, the then Director of Resources and S151 Officer, left the Council's employment thereby creating a vacant post, namely the Director of Resources.

Background

- 1.2 The Chief Executive Officer (CEX) implemented some interim arrangements to maintain the day-to-day activities of the council. These included the Director of Communities, and the Director of Place and Climate Change assuming the line management responsibilities for the Assistant Director of Resources, and the Assistant Director of Finance, Assets and Legal, as agreed by Full Council at the meeting of 22nd June 2022. Subsequently a further report was submitted to Full Council for its meeting of 27th July 2022 detailing interim S151 support from a neighbouring authority.
- 1.3 To support the Council in its recruitment processes, the Human Resources Manager (HRM) engaged the support of SOLACE. The rationale for this included strong knowledge of the local authority recruitment market, excellent marketing of job roles, and SOLACE previously provided the recruitment support for the Director of Place and Climate Change.
- 1.4 The Director of Resources and it's S151 duties make it one of the Council's statutory posts. As such the Council's constitution deems that statutory posts are recruited into by using the Council's Employment and Appeals Committee (EAC). A core function of this Panel is to establish if it could provide a recommendation to Full Council on whether the Council should appoint an applicant.
- 1.5 The EAC was convened and met in the Council Chamber on 20th October 2022. The Panel consisted of Cllrs Adams, Blathwayt, Cushing, Fitch-Tillett (Chair), and Kershaw. Also present was the Chief Executive Officer, SOLACE Recruitment Director (Virtually), and the HRM.
- 1.6 After the Panel had reviewed the candidate's application, feedback on the technical interview, with a former Chief Executive Officer and S151 Officer, appointed by SOLACE, and conducting an in-person interview with previously scripted questions, the Panel resolved to make a recommendation to Full Council to appoint Tina Stankley into the Director of Resources role and be the designated S151 Officer for the Council.

2. Corporate Plan Objectives

Supporting the Chief Executive Officer, CLT colleagues, and the authority to achieve its corporate objectives, specifically within the Resources directorate, but also contributing to corporate performance.

4. Medium Term Financial Strategy

N/A

5. Financial and Resource Implications

This position is within the management structure approved by Council on 23rd September 2020 and is within the current and approved future budgets.

6. Legal Implications

The council would breach Section 151 of the Local Government Act 1972 if it did not have a designated S151 Officer.

7. Impact on Climate Change

N/A

8. Equality and Diversity

The council considers all equality and diversity issues when conducting its recruitment activities and processes.

9. Section 17 Crime and Disorder considerations

N/A

10. Conclusion (including recommendations)

To support the authority in delivering its corporate objectives; whilst driving ownership, accountability and change through the authority. The Council needs to maintain sound financial stewardship, by having in place a Director of Resources with the S151 responsibilities.

Recommendation

To confirm the appointment of Tina Stankley as the Director of Resources and designated S151 Officer.