

## Appointment of the Director for Resources and S151 Officer

Summary:	As per the Constitution, following the Employment and Appeals Committee Panel held on 18 July 2025, this report to Full Council makes a recommendation to appoint into the position of Director for Resources.
Options considered:	N/A
Conclusions:	To support the authority in maintaining sound financial stewardship and governance, it needs to appoint a Chief Finance Officer (Section 151 Officer).
Recommendations:	To accept and endorse the recommendation of the Employment and Appeals Committee Panel to make an appointment to the Director for Resources position as detailed in the report.
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
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Cabinet Member (s)	Ward(s) affected N/A
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## 1. Introduction

- 1.1 In April 2025, the Director of Resources and S151 Officer, left the Council's employment requiring the post to be recruited into.

## Background

- 1.2 Following receipt of resignation, the Chief Executive made some interim arrangements in respect of the statutory financial responsibilities, as reported to Full Council at it's meeting of 21 May 2025 (minute 11 refers) and obtained authority to convene the Employment and Appeals Committee (EAC) Panel to support the recruitment of a new Director for Resources.
- 1.3 To support the Council with recruitment into this statutory post, the Council engaged the support of CIPFA Penna, based on their particular experience in recruiting into public sector finance management roles.
- 1.4 CIPFA Penna have led the recruitment process including advertising the post, speaking to prospective candidates, appraising applications received and supporting the two-stage interview process (technical assessment and EAC Panel).
- 1.5 The EAC Panel consisting of Cllrs Bütikofer (Chair), Boyle, Cushing, Housden, Shires met on Friday 18 July 2025, supported by the Chief Executive Officer, CIPFA Penna Associate Director, Assistant Director Legal and Governance (Monitoring Officer) and the Human Resources Manager.
- 1.6 Following review of the technical interview report and conducting an in-person interview the Panel resolved to make a recommendation to Full Council to appoint Don McCallum into the Director for Resources role and be the Council's designated S151 Officer.

## 2. Corporate Plan Objectives

To support the authority achieve its corporate objectives particularly in ensuring the Council maintains a financially sound position, makes best use of assets and staff resources, effective partnership working and maximises the opportunities of external funding and income.

## 4. Medium Term Financial Strategy

N/A

## 5. Financial and Resource Implications

This position is within the management structure approved by Council on 21 May 2025 and is within the current and approved budget.

## 6. Legal Implications

The Council is required to have under Section 151 of the Local Government Act 1972 a designated Chief Financial Officer (S151 Officer).

## 7. Impact on Climate Change

N/A

## 8. Equality and Diversity

The Council is an equal opportunities employer and operates an open recruitment process.

**9. Section 17 Crime and Disorder considerations**

N/A

**10. Conclusion (including recommendations)**

To support the authority in maintaining sound financial stewardship and governance, it needs to appoint a Chief Finance Officer (Section 151 Officer).

**Recommendation**

To accept and endorse the recommendation of the Employment and Appeals Committee Panel to make an appointment of Don McCallum to the Director for Resources and S151 Officer position as detailed in the report.