

Appointment of Corporate Directors

Summary:	This report to Council seeks to conclude the recruitment processes for the Director of Place and Climate Change, and the Director of Communities. The Employment and Appeals Committee (EAC) confirms its recommendation to full council to appoint these two officers.
Options considered:	N/A
Conclusions:	To support the Authority in delivering its corporate objectives; whilst driving ownership, accountability and change through the authority, the Chief Executive Officer needs to complete the management reorganisation that was approved by Council on 23 rd September 2020.
Recommendations:	To approve the appointment of the Director of Place & Climate Change and Director of Communities
Reasons for Recommendations:	Sound 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
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1. Introduction

- 1.1 In May 2019, the current administration confirmed its intention to move to a single Chief Executive model. The appointment of the new Chief Executive Officer (CEX) was confirmed by Council in June 2020. The new CEX was also tasked with reorganizing the then Heads of Service into a model that supports a single CEX.

Background

- 1.2 In the summer of 2020, the CEX began the process of moving model, of three Directors; with each Director having the support of two Assistant Directors.
- 1.3 The Authority moved through the restructuring process into the autumn, concluding with three heads of service being slotted into Assistant Director roles. The new model also created internal opportunity and progression for three managers to complete a recruitment process for the three remaining Assistant Director positions.
- 1.4 The restructuring process continued with one former Head of Service being given suitable alternative employment whilst retaining their existing statutory responsibilities, and one former Head of Service successfully receiving a recommendation from the EAC to Council for the Director of Communities role (see recommendation above)
- 1.5 Despite the authority advertising and completing an internal recruitment process for the Director of Place and Climate Change (DPCC), the EAC was unable to provide a recommendation, so the decision was taken to recruit externally for this role.
- 1.6 The Authority was supported in the recruitment of the DPCC role, by the Recruitment Director from the Society of Local Authority Chief Executives (SOLACE). The Authority received a number of applications from a diverse pool of applicants. Solace supported the Authority by reducing this pool to two people after comprehensive reviews of the written applications, and detailed technical interviews.
- 1.7 Two candidates were interviewed by the EAC and the CEX shortly after the relaxation of the COVID guidance in late spring 2021. These interviews were completed in person, in the Council Chamber. The EAC agreed to recommend to Council that Martyn Fulcher be appointed as the Authority's Director of Place and Climate Change.

2. Corporate Plan Objectives

Supporting the Chief Executive Officer, and the authority to achieve its corporate objectives, specifically within Place and Climate Change, but also contributing to corporate performance.

4. Medium Term Financial Strategy

N/A

5. Financial and Resource Implications

This position has been approved by Council on 23rd September 2020, and is within the current and approved future budgets.

6. Legal Implications

N/A

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 Chief Executive Officer needs to complete the management reorganisation that was approved by full council on 23rd September 2020.

Recommendation (1)

Follow the recommendation of the EAC on 2nd October 2020, and confirm the appointment of Steve Hems as the Director of Communities.

Recommendation (2)

Follow the recommendation of the EAC on 22nd April 2021, and confirm the appointment of Martyn Fulcher as the Director of Place and Climate Change.