

READING BOROUGH COUNCIL

TO:	PERSONNEL COMMITTEE		
DATE:	14 JULY 2016	AGENDA ITEM:	6
TITLE:	PROCESS FOR THE RECRUITMENT OF A PERMANENT MANAGING DIRECTOR		
SERVICE:	HUMAN RESOURCES	WARDS:	BOROUGHWIDE
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1. PURPOSE AND SUMMARY OF REPORT

- 1.1 To set out the process for recruitment of a permanent Managing Director.

2. RECOMMENDATIONS

- 2.1 That Personnel Committee take forward the process to choose a recruitment consultant provider from a shortlist of three to assist with the recruitment of a permanent Managing Director.
- 2.2 That Personnel Committee work with the chosen provider to design a process and timetable to recruit a permanent Managing Director.
- 2.3 That Personnel Committee select a preferred candidate for the position of Managing Director and to make that recommendation to full Council.

3. BACKGROUND

- 3.1 The previous Managing Director, Ian Wardle, left the Council on 3rd July 2016.
- 3.2 The position is currently being covered by an interim Managing Director, Simon Warren.
- 3.3 The process to recruit a replacement Managing Director will need careful planning and management and, as is the case with most senior appointments in the Council, it is considered necessary to seek the assistance of an external executive recruitment organisation to work in partnership with Members to assist with the permanent recruitment to such a critical post.
- 3.4 Five organisations contacted the Council to express their interest in being the preferred supplier. All five submitted a written proposal which were considered by the Leader and interim HR and Payroll Services Manager. A shortlist of three has been drawn up to present their proposals to Members.

5. LEGAL IMPLICATIONS

5.1 N/A

6. FINANCIAL IMPLICATIONS

6.1 N/A

7. OTHER IMPLICATIONS

7.1 N/A

8. BACKGROUND PAPERS

8.1 None