

READING BOROUGH COUNCIL

TO:	PERSONNEL COMMITTEE		
DATE:	8 DECEMBER 2016	AGENDA ITEM:	5
TITLE:	PROCESS FOR THE RECRUITMENT OF DIRECTOR OF CHILDREN'S SERVICES AND DIRECTOR OF ADULT CARE AND HEALTH SERVICES		
SERVICE:	HUMAN RESOURCES	WARDS:	BOROUGHWIDE
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1. PURPOSE AND SUMMARY OF REPORT

- 1.1 To seek delegated authority to commence the recruitment process of 2 statutory directors.

2. RECOMMENDATIONS

- 2.1 That Personnel Committee take forward the process to choose a recruitment consultant provider to assist with the recruitment of a Director of Children's Services (DCS) and a Director of Adult Care and Health Services (DAHS).
- 2.2 That Personnel Committee work with the chosen provider to design a process and timetable to recruit a Director of Children's Services (DCS) and a Director of Adult Care and Health Services (DAHS).
- 2.3 That Personnel Committee note the acting up arrangement relating to the DCS.

3. BACKGROUND

- 3.1 The current DAHS has resigned from her post and is due to leave the Council in January 2017. The DCS has been covered by an interim arrangement which has now come to an end.
- 3.2 The process to recruit both of these statutory roles 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.
- 3.3 Recruitment organisations have been contacted by Human Resources and asked to submit a written proposal outlining the approach they would take to assist with the recruitment and the pricing structure they would adopt.

3.4 With Personnel Committee's approval, it is envisaged that these proposals will be shortlisted and asked to present to a panel of Members for consideration before a final decision is arrived at.

4 ACTING UP ARRANGEMENTS

4.1 The current Heads of Service were asked if they wished to express an interest in acting up into the role of DCS on a temporary basis until a permanent replacement is found. One individual, Anne-Marie Dodds, expressed an interest and was interviewed by Members on 24 November. The panel were unanimous in their decision that she should be offered the opportunity (Minute 15 refers).

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