

Report subject	Chief Officer Appointments for BCP Council - Summary of recommended candidates
Meeting date	9 November 2021
Status	Public Report (Appendices 1, 2 & 3 Exempt)
Executive summary	<p>This report invites the Council to approve new appointments to Chief Officer posts in accordance with the Council's Constitution and statutory requirements.</p> <p>A summary of the preferred candidates' skills, experience and employment history is shown within the appendices of this report.</p>
Recommendations	<p>It is RECOMMENDED that:</p> <p>Council approve the following appointments in accordance with the requirements of the BCP Constitution:-</p> <ul style="list-style-type: none"> • Cathi Hadley is appointed to the post of Corporate Director of Children's Services. • Jess Gibbons is appointed as Chief Operations Officer. • Kelly Ansell, Director of Communities is appointed to act up in the position of Chief Operations Officer until Jess Gibbons can commence her employment with BCP Council.
Reason for recommendations	To comply with Part 4 – Procedure Rules of the BCP Constitution - Appointment of Head of the Paid Service, Chief Officers (Tier 2 Appointments), Monitoring Officer and Section 151 Officer
Portfolio Holder(s):	Cllr Drew Mellor
Corporate Director	Graham Farrant, Chief Executive
Contributors	<p>Graham Farrant, Chief Executive</p> <p>Susan Zeiss, Director of Law and Governance and Monitoring Officer for BCP Council</p> <p>Sarah Ray-Deane, Head of HR</p> <p>Jon Matthews and Tina Waugh, HR Business Partners</p>
Wards	All
Classification	Decision

1. Background

The purpose of this report is to provide Council with details of the preferred candidates to be appointed to the Chief Operations Officer and Corporate Director of Children's Services roles, following a thorough assessment process. This report should be read in conjunction with the former report circulated to Council that outlined the process used to attract and select suitable candidates for these roles.

2. Summary of recommended candidates

(a) Director of Children's Services (DCS)

Following the assessment centre held on Monday 1 November 2021, Cathi Hadley was proposed by the formal selection panel as the preferred candidate to join the Council as DCS.

Cathi currently works as Director of Children's Services at Northamptonshire County Council and brings with her a wealth of experience of improving children's services.

A summary of Cathi's skills and experience is shown at Appendix 1.

(b) Chief Operations Officer (COO)

Following the assessment centre held on Wednesday 3 November 2021, Jess Gibbons was unanimously proposed by the formal selection panel as the preferred candidate to join the Council as COO.

Jess currently works as Director of Communities and Neighbourhoods, at Wiltshire Council and brings with her a wealth of experience of place services from both private and public sector organisations.

The panel considered Jess to be an energetic strategic thinker and leader who will collaboratively lead the operational services in partnership with members and stakeholders, to deliver BCP Council's Big Plan and ambition to be a world class city region.

A summary of Jess's skills and experience is shown as Appendix 2.

(c) Interim COO

Expressions of interest were sought from the current tier 3 directors to act in the post of COO on an interim basis when Kate Ryan leaves the organisation on Friday 3 December 2021 until the new COO can start. This will ensure service continuity and a seamless handover to the new COO.

Following a competitive interview process, Kelly Ansell, Director of Communities has been selected as the recommended candidate to act up on an interim basis.

A summary of Kelly's skills and experience is shown as Appendix 3.

(d) Recommendation

It is recommended that Council approve appointments to these Chief Officer posts as outlined above.

3. Summary of financial implications

There are no additional financial implications arising from this report, as the roles are within the current establishment budget.

4. Summary of legal implications

There are no legal implications arising from this report.

5. Summary of environmental impact

There are no environmental implications arising from this report.

6. Summary of public health implications

There are no public health implications arising from this report.

7. Summary of equality implications

The former report submitted to Council summarises the selection process for Chief Officers and also identifies the equality considerations relating to this recruitment activity.

8. Summary of risk assessment

There are no increased risks arising from this report.

9. Background papers

This report should be read in conjunction with the former report 'Chief Officer Appointments for BCP Council' which has already been circulated to Council.

10. Appendices (Exempt Information – Category 1 [Information relating to an individual])

Appendix 1 – Candidate Summary - Cathi Hadley - recommended candidate for the DCS role.

Appendix 2 – Candidate Summary – Jess Gibbons – recommended candidate for the COO role.

Appendix 3 – Candidate Summary – Kelly Ansell – recommended candidate to act as interim COO.