

Report subject	Recruitment of Corporate Director of Wellbeing
Meeting date	16 September 2025
Status	Public Report (Appendix 1, Exempt)
Executive summary	<p>This report invites the Council to approve the appointment of the preferred candidate to the position of Corporate Director of Wellbeing in accordance with the Council's Constitution and statutory requirements.</p> <p>A summary of the preferred candidate's skills, experience and employment history is shown within appendix 1 of this report.</p>
Recommendation	<p>It is recommended that:</p> <p>Council approve the appointment of the preferred candidate to the position of Corporate Director of Wellbeing.</p>
Reason for recommendation	Constitution - Appointment of Head of the Paid Service, Chief Officers (Tier 2 Appointments), Monitoring Officer and Section 151 Officer
Portfolio Holder(s):	Cllr David Brown (Portfolio Holder for Health and Wellbeing)
Chief Executive	Aidan Dunn
Contributors	<p>Aidan Dunn, Chief Executive</p> <p>Sarah Deane, Director of People and Culture</p> <p>Richard Jones, Head of Democratic Services</p> <p>Jon Matthews, Head of Resourcing, Employee Relations and Change</p>
Wards	All
Classification	Decision

1. Background

- 1.1 The purpose of this report is to provide Council with detail of the recruitment process undertaken to source and select the preferred candidate to be appointed to the position of Corporate Director of Wellbeing.

2. Recruitment Process

- 2.1 The Council's Constitution sets out the requirements for senior appointments as follows:

Article 11 - Officers 1. Management Structure

- 1.1. General - The Council may engage such staff (referred to as Officers) as it considers necessary to carry out its functions.
- 1.2. Chief Officers - The Council will engage persons for the following posts, who will be designated Chief Officers:
 - (a) Chief Executive and Head of Paid Service
 - (b) Directors who report directly to the Chief Executive within the line management structure
- 1.3. The process of selection and recruitment of the above Chief Officers shall be undertaken in accordance with provisions set out in the Employment and Procedure

3. Rules – Part 4E of the Constitution.

- 3.1 The Constitution states that Chief Officer roles should be advertised in such a way as is likely to bring it to the attention of persons who are qualified to apply for them. The Corporate Director of Wellbeing role was advertised in the Municipal Journal (the MJ) and a silver listing in the Guardian to ensure the council attracted the widest pool of applicants.
- 3.2 The employment rules within the Constitution state that appointments will be made by Council following a process arranged by the Director of People and Culture and in consultation with the Leader of the Council.
- 3.3 The selection process for the Corporate Director of Wellbeing comprised of the following:-
- 3.4 Penna, an established executive search company for local government was selected to support the council in resourcing for the role.
- 3.5 Candidates were selected from a long list of applications and attended a technical interview facilitated by an external assessor Jillian Kay, Chief Executive, Southampton City Council.
- 3.6 Following the technical interviews, feedback was presented to panel members who agreed the shortlist.
- 3.7 Shortlisted candidates attended an Assessment Centre on Tuesday, 2nd September, where they delivered a presentation to the formal panel. Following the presentation, they were asked a series of competency-based interview questions.
- 3.8 The formal panel comprised of the following:-

Cllr Millie Earl (Leader of the Council),
Cllr David Brown (Portfolio holder for Health and Wellbeing),
Cllr Kieron Wilson (Cabinet Member for Housing & Regulatory Services)

Cllr Patrick Canavan (Leader of the Labour Group),
Aidan Dunn, (Chief Executive),
Sarah Deane (Director of People and Culture)
Dennis Nelson (Independent Observer)

- 3.9 Candidates also presented to a stakeholder engagement panel consisting of the following partners:-

Patricia Miller - Chief Executive Officer - NHS Dorset's Integrated Care Board
Jo Mosely - Assistant Chief Constable - Dorset Police
Melanie Whitfield - Chief People Officer - Executive Services – University Hospitals Dorset
Lorraine Mealings - CEO - Bournemouth Churches Housing Association
Lorraine Stanley - CEO - SWAD (Sex With A Difference)
Jon Matthews, Head of Resourcing, Employee Relations and Change

- 3.10 As well as attending the panels above, candidates completed a timed financial exercise and attended a networking lunch. The lunch was attended by members of the council's corporate management board and the wellbeing senior leadership team.

4. Recommended Candidate

- 4.1 The preferred candidate was proposed by the majority of the formal selection panel to be offered the role of Corporate Director of Wellbeing. It is recommended that Council approve this appointment.
- 4.2 The preferred candidate brings with them a wealth of experience. A summary of their skills and career history is shown at Appendix 1.

5. Summary of financial implications

- 5.1 There are no financial implications arising from this report, as the role is within the current establishment budget.

6. Summary of legal implications

- 6.1 There are no legal implications arising from this report.

7. Summary of environmental impact

- 7.1 There are no environmental implications arising from this report.

8. Summary of public health implications

- 8.1 There are no public health implications arising from this report.

9. Summary of equality implications

- 9.1 Candidates were assessed using objective assessment criteria. The selection process was observed by an independent observer.

10. Summary of risk assessment

- 10.1 There are no increased risks arising from this report.

Appendices

Appendix 1 – Candidate Summary – Exempt.

Background Papers

None.