

Non-Councillor Member Recruitment for the Term 2022-2026

1. INTRODUCTION

- 1.1 The purpose of this report is to ask the Board to nominate and appoint an Elected Board Member to the selection panel to take part in the Non-Councillor Member recruitment process, for the new term from 2022 – 2026.

2. BACKGROUND

- 2.1 At its meeting on 18 November 2021, the Succession Planning Committee agreed the following process for the Non-Councillor Member appointments:
- 2.2.1 The Partnership Director, on behalf of the Chair, will undertake to write to the Non-Councillor Members asking if they wish to be considered for re-appointment for another term.
- 2.2.2 Those members who indicate their preference to seek re-appointment will be subject to an appraisal, based on the contribution they have made to the partnership during their tenure.
- 2.2.3 The appraisal will be carried out by the Partnership Director, in consultation with the Chair following which the successful existing members will be recommended for re-appointment by the Partnership Board. Those members who are not recommended for re-appointment can still re-apply through the open recruitment process.
- 2.2.4 Following conclusion of the re-appointment and appraisal process, a recruitment exercise will commence for any vacancies that should arise.
- 2.2.5 Any resulting vacancies will be advertised and a selection panel (mixed gender if possible), comprising the Chair, a Board Member and the Partnership Director will be responsible for the selection and recruitment process. Administrative and HR support will be provided by the Business Manager and HR Adviser.
- 2.2.6 The anticipated timeline for the recruitment and selection process will be as follows:
- Advertise Vacancies Dec 2021-Jan 2022
 - Shortlist Applications Jan 2022
 - Interview Feb 2022
 - Selection panel make their recommendations March 2022
 - Seek Board/Ministerial Approval for Appointments March 2022

3. RECOMMENDATIONS

The Board is asked to:

- 3.1 Nominate and appoint an Elected Member to be included in the recruitment and selection panel for the Non-Councillor Member appointments for the 2022-2026 term, and:
- 3.2 Note the reappointment and recruitment process for the new term of the Non-Councillor Members for 2022-2026, and;
- 3.3 Note that SEStran will be required to make any appointments in line with duties as stated in The Gender Representation on Public Boards (Scotland) Act 2018.

Gavin King
Secretary
26 November 2021

Policy Implications	None
Financial Implications	None
Equalities Implications	Requirement to comply with the Gender Representation on Public Boards (Scotland) Act 2018 and aim to have 50% of non-executive members who are women.
Climate Change Implications	None