

Recruitment of Partnership Director

1. INTRODUCTION

- 1.1 The current Partnership Director has indicated his intention to retire this year.
- 1.2 At its meeting on 4th March, the Performance and Audit Committee:
 - a) Agreed to the current Partnership Director's appointment being extended to 31st December this year, to ensure continuity;
 - b) Agreed the recruitment process as set out in the Appendix to this report, and recommended to the Board that they establish an Appointments Committee to enable the recruitment process to be finalised;
 - c) Agreed the terms and conditions on which the new Partnership Director would be appointed, delegating to the Business Manager and HR Adviser, in consultation with the Chair of the Committee, any further changes to such terms as may be deemed necessary;
 - d) Agreed to the appointment of specialist HR consultants to assist and advise on the recruitment process for this level of post.
- 1.3 Accordingly, the Board is requested to consider the creation of a new Appointments Committee to oversee the process.

2. Appointments Committee Remit

- 2.1 In terms of the Governance Scheme, the Performance and Audit Committee is to take decisions on all staffing matters which are not otherwise delegated to the Partnership Director. This includes performance appraisal and remuneration matters related to the Partnership Director, and changes to terms and conditions. It is not intended to change this remit.
- 2.2 The Appointments Committee, which it is proposed to make a permanent Committee in its own right, will solely be concerned with the recruitment of a Partnership Director. Its permanency will make sure that recruitment can take place quickly in the future without the need for the step of creation of a special committee or sub-committee each time.
- 2.3 The Appointments Committee's remit, therefore, will be to assess candidates for the post of Partnership Director in line with a process set out by the Performance and Audit Committee, and make a decision on appointment on completion of that process
- 2.4 It is proposed that the Appointments Committee comprise the Partnership Chair, the Chair of Performance and Audit Committee, and a non-councillor member nominated by the Board.

3. Recommendations

3.1 It is accordingly recommended that Members:

- (a) Note the position regarding recruitment of the Partnership Director;
and
- (b) Agree the creation of an Appointments Committee as set out in paragraphs 2.1 to 2.4 of this report to appoint a new Partnership Director, delegating to the Secretary to make appropriate adjustments to the Governance Scheme to reflect the Board's decision.

Gavin King
Secretary

Policy Implications	
Financial Implications	None. Budgeted for.
Equalities Implications	
Climate Change Implications	None.