

Meeting of the Employment Committee

Thursday, 21 January 2021,
12.30 pm



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Meeting held virtually, via Skype

Committee Members present

Councillor Jacky Smith (Chairman)

Councillor Annie Mason (Vice-Chairman and Cabinet Member for Communities)

Councillor Kelham Cooke (The Leader of the Council)

Councillor Barry Dobson (The Deputy Leader of the Council)

Councillor Anna Kelly

Councillor Adam Stokes (Cabinet Member for Finance and Resources)

Councillor Paul Wood

Officers

Karen Bradford (Chief Executive)

Elaine Pepper (Head of HR and Organisational Development)

Shelley Thirkell (Acting Principal Democratic Officer)

Naomi Page (Democratic Officer)

Chris Prime (Communications)

Pete John (Penna Consultancy)

1. Register of attendance, membership and apologies for absence

Following a register of attendance, it was confirmed that all Members were present.

2. Disclosure of interests

There were none.

3. Exclusion of the press and public

DECISION:

It was agreed to exclude the press and public from the meeting during the discussion of the following item of business due to the likelihood that information that was exempt under paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 (as amended) because it contained information relating to an individual and which was likely to reveal the identity of that individual.

4. Recruitment of Deputy Chief Executive

The Committee received a report from the Leader of the Council, on the appointment of the Deputy Chief Executive.

The Employment Committee had met as an Interview Panel on 14 January 2021 to undertake interviews, for candidates put forward as part of a rigorous selection process, which included: an assessment centre and technical interviews. The process was supported by the Senior Consultant at Penna. In total 25 applications were received, 6 attended the assessment centre and 4 were shortlisted for interview.

Following the Interview Panel, which was supported by the Chief Executive, the Panel reached a unanimous decision on the preferred candidate. References were sort, which were received and accepted.

Members all agreed that the successful candidate had achieved impressive performance in a number of areas, within previous roles and felt that they would have a positive impact on the Council. The candidate had successfully demonstrated their ability to work well and engage with Member, build trust and confidence with the Chief Executive, communicate and provide leadership to Council Officers across all levels of the Council.

Members queried when the appointment would be communicated to all Members and Officers of the Council. The Chief Executive advised that upon the conclusion of the meeting, once the appointment had been agreed, it would be communicated via email to Members and Officers. It was noted that the candidate had supplied a written statement and photograph, which would accompany the formal announcement.

The recommendation was proposed and seconded, following a vote, it was unanimously agreed.

DECISION:

That the Employment Committee appoint the successful candidate to the post of Deputy Chief Executive, on a permanent contract of employment.

5. Any other business, which the Chairman, by reason of special circumstances, decides is urgent

There were none.

6. Close of meeting

The meeting closed at 12:42.