



**SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL**

## Employment Committee

8 February 2021

**Report of:** Councillor Kelham Cooke,  
Leader and Cabinet Member for  
Corporate Services and Property



## Director of Growth and Culture

This report sets out the recommendation that the Employment Committee appoint a suitable candidate to the role of Director of Growth and Culture.

### Report Author

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**Corporate Priority:**

**Administrative**

**Decision type:**

**Regulatory**

**Wards:**

**All Wards**

<b>Reviewed by:</b>	Shahin Ismail, Director of Law and Governance	29 January 2021
<b>Approved by:</b>	Karen Bradford, Chief Executive	29 January 2021
<b>Signed off by:</b>	Councillor Kelham Cooke, The Leader of the Council	29 January 2021

### Recommendation (s) to the decision maker (s)

- 1. That the Employment Committee appoints a suitable candidate to the role of Director of Growth and Culture, on a permanent contract of employment.**

## **1 The Background to the Report**

- 1.1 On the 8 February, the Employment Committee, supported by Penna and the Head of Organisational Development, will undertake interviews to appoint a suitable candidate to the role of Director of Growth and Culture. The interview process will include a presentation and formal interview questions. The process prior to the interviews will include a thorough assessment centre and technical interviews conducted by a Senior Consultant at Penna, 12 candidates applied for the role.
- 1.2 The Employment Committee met as an interview panel on 21 January, supported by the Chief Executive to conduct a longlisting process. Each candidate was scored against objective criteria. The Panel unanimously agreed that 4 candidates should go through to the technical interviews, with a view to being shortlisted for final interviews.
- 1.3 The Panel sought references following the longlisting process, and these have been requested by a Senior Consultant from Penna.

## **2 Appointment Timeline**

- 2.2 The Employment Committee will be sent details of the recruitment process and shortlisted candidates under separate confidential cover.
- 2.3 The Employment Committee will either makes its appointment on 8 February, or if it needs additional time to consider its decision, it will reconvene as a formal Committee on the 10 February.

## **3 Financial Implications**

- 3.1 The post referenced in this report is included in the Establishment and therefore budgeted accordingly.

**Financial Implications reviewed by: Richard Wyles, Interim Director of Finance**

## **4 Legal and Governance Implications**

- 4.1 The Council's Constitution provides that the Employment Committee appoints to posts at Director level. This appointment will strengthen the Council's Corporate Management Team, by providing resilience and support to the Chief Executive.

**Legal Implications reviewed by: Shahin Ismail, Director of Law and Governance**

## **5 Equality and Safeguarding Implications**

- 5.1 The Council's Recruitment and Selection Policy and procedures fully address the requirements of Equality and Diversity Legislation.

## **6 Risk and Mitigation**

- 6.1 There are no significant risks associated with the proposals. The proposals provide an opportunity to transform the Council's services and deliver better outcomes for the communities that we serve.

## **7 Other Implications (where significant)**

- 7.1 N/A

## **8 Background Papers**

- 8.1 N/A

## 9 Appendices

### 9.1 Appendix A – Director of Growth and Culture, Job Description and Person Specification.

<b>Report Timeline:</b>	Date of Publication on Forward Plan (if required)	N/A
	Previously Considered by:	N/A
	Final Decision date	8 February 2021