

REPORT TITLE: Update on Senior Management arrangements

Meeting:	Personnel Committee
Date:	7 April 2025
Cabinet Member (if applicable)	N/A
Key Decision Eligible for Call In	No No
Purpose of Report To update Personnel Committee on recent appointments and pending changes to the senior management arrangements and to seek approval to convene associated recruitment panels.	
Recommendations It is recommended that this committee agrees to: <ol style="list-style-type: none"> 1. Note the recent appointment of Service Director – Strategic commissioning, Partnerships and Provider Services 2. Note the recent appointment of Service director – Homes and Neighbourhoods 3. Commence permanent recruitment to Service Director – Skills and Regeneration to be carried out in accordance with the Council’s established and approved chief officer recruitment practices 4. Convene member appointment panel to recruit to the roles as set out in above. 	
Resource Implications: No additional resource implications	
Date signed off by <u>Strategic Director</u> & name Is it also signed off by the Service Director for Finance? Is it also signed off by the Service Director for Legal Governance and Commissioning?	Steve Mawson – 28/3/2025 Kevin Mulvaney – 25/3/2025 Samantha Lawton – 26/3/2025

Electoral wards affected: N/A
Ward councillors consulted: No
Public or private: Public
Has GDPR been considered? Yes – no implications

1. Executive Summary

The purpose of the report is to provide the committee with an update from the Chief Executive on the senior management structure and to seek agreement to commence recruitment to Service Director for Skills and Regeneration. The report also seeks agreement to convene a member appointment panel to recruit to the above role.

2. Information required to take a decision

Background

Service Director – Strategic Commissioning, Partnerships and Provider Services

Personnel Committee are asked to note the successful appointment to this role following a robust externally advertised recruitment process. The appointment of an internal candidate is a positive example of the council's approach to supporting development of internal talent.

Service Director – Homes and Neighbourhoods

The Service Director for Homes and Neighbourhoods retired with effect from 31 December 2024. This is a critical role responsible for Homes and Neighbourhoods and of critical importance as the council works with the regulator to make service improvements.

Personnel Committee are asked to note that despite a challenging recruitment market for this specialist role, recruitment has been successful, and an appointment confirmed. The successful candidate will join Kirklees in July 2025.

Service Director – Skills and Regeneration

The council's current Service Director for Skills and Regeneration will be leaving Kirklees in May, to take up a new role. The Executive Director is currently considering what interim arrangements may be needed whilst a permanent appointment is made. Personnel committee are asked to agree to recruit to the role on a permanent basis at the appropriate time to maximise candidate availability in the market, and to convene an appointment panel when a recruitment timetable is confirmed.

3. Implications for the Council

The implications for the Council are to ensure that the Council meets its responsibilities in respect of:

- Requirements related to planning
- Ongoing development of regeneration activity and delivery of the skills agenda
- Providing effective leadership as part of the Council's leadership team.

Council Plan

The roles to be recruited to will be expected to make a significant contribution to the delivery of these priorities.

Financial Implications

There are no additional financial implications

Other (e.g. Risk, Integrated Impact Assessment or Human Resources)

Under the Council's Constitution, the responsibility for the appointment of these roles, sits with the Personnel Committee. The appointments should be compliant with the Council's Officer Employment Procedure Rules and the Recruitment and Selection Procedure. The appointment should be made on merit in accordance with section 7 of the Local Government and Housing Act 1989. There are no other specific human resources or financial implications other than those mentioned elsewhere in this report.

4. Consultation

The recruitment processes will involve elected members.

5. Engagement

Internal and external stakeholders will be engaged in the recruitment processes.

6. Recommendation

It is recommended that this committee agrees to:

- Note the recent appointment of Service Director for strategic Commissioning, Partnerships and Provider Services.
- Note the recent appointment of Service Director for Homes and Neighbourhoods
- Commence permanent recruitment at an appropriate point to Service Director – Skills and Regeneration to be carried out in accordance with the Council's established and approved chief officer recruitment practices. Personnel Committee are asked the note the potential for an acting arrangement pending permanent recruitment.
- Convene a member appointment panel to recruit to the role as set out above at an appropriate time.

7. Next steps and timelines

Should Personnel Committee approve the recommendation to progress recruitment, recruitment will be planned to commence at an appropriate time.

8. Contact officer

Steve Mawson – Chief Executive

9. Background Papers and History of Decisions

This report builds on Personnel Committee of 2 July 2024 and 6 November 2024

10. Service Director responsible

Steve Mawson – Chief Executive