

**Update on Senior Management arrangements**

<b>Meeting:</b>	<b>Personnel Committee</b>
<b>Date:</b>	<b>22 July 2025</b>
<b>Cabinet Member</b> (if applicable)	<b>Not applicable</b>
<b>Key Decision Eligible for Call In</b>	<b>No</b> <b>No</b>
<b>Purpose of Report</b> To update Personnel Committee on recent appointments and pending changes to the senior management arrangements and to seek approval to convene associated recruitment panels.	
<b>Recommendations</b>  It is recommended that this Committee agrees to: <ol style="list-style-type: none"> <li>1. Note the recent appointment of Executive Director for Children and Families.</li> <li>2. Commence permanent recruitment to Service Director – Commissioning, Quality and Health Partnerships (formerly titled Service Director for Resources, Improvement and Partnerships) to be carried out in accordance with the Council’s established and approved chief officer recruitment practices.</li> <li>3. Note interim arrangements in Place Directorate.</li> <li>4. Convene member appointment panel to recruit to the role as set out in above.</li> </ol>	
<b>Resource Implications:</b>  No additional resource implications	
<b>Date signed off by <u>Executive Director</u> &amp; name</b>	<b>Steve Mawson – 9/7/2025</b>
<b>Is it also signed off by the Service Director for Finance?</b>	<b>Kevin Mulvaney – 11/7/25</b>
<b>Is it also signed off by the Service Director for Legal Governance and Commissioning?</b>	<b>Samantha Lawton – 11/7/25</b>

**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 an update from the Chief Executive on the senior management structure and to seek agreement to commence recruitment to Service Director for Resources, Improvement and Partnerships. The report also provides an update on interim arrangements and seeks agreement to convene member appointment panels to recruit to the above role.

## **2. Information required to take a decision**

### **Background**

#### **Executive Director – Children and Families**

In Kirklees Council, the statutory function of Director of Childrens Services (DCS), required by the Children Act 2004, is held by Executive Director for Children and Families.

Personnel Committee are asked to note the successful appointment to this role following and elected member appointment process.

#### **Service Director – Commissioning, Quality and Health Partnerships** (formerly titled Service Director for Resources, Improvement and Partnerships)

The appointment of an internal candidate to the Executive Director for Children and Families results in a vacancy of Service Director for Resources, Improvement and Partnerships. In advance of any recruitment, the portfolios of the three Service Directors in Children and Families have been reviewed to ensure appropriate leadership to the specialist areas; this has resulted in a change to portfolios and a new title, more reflective of responsibilities, to Service Director for Commissioning, Quality and Health Partnerships.

#### **Service Director – Skills and Regeneration**

Personnel Committee agreed (7 April 2025) to permanent recruitment to this role. Interim arrangements have been put in place via secondment arrangement as an approach to permanent recruitment to maximise candidate availability in the market has been considered. Personnel Committee are asked to note that permanent recruitment will commence in the Autumn

#### **Service Director – Highways, Waste and Streetscene**

As a result of the absence of the current postholder, Personnel Committee are asked to note that interim arrangements are being made to provide leadership capacity on a short term (up to 6 months) basis.

## **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

- Development of the children’s social care market and continued effective partnership working
- Providing effective leadership as part of the Council’s leadership team alongside delivery of the Council Plan.

**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 direct additional financial implications as all costs will be met from within existing staffing budgets.

**Other (eg 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:

1. Note the recent appointment of Executive Director for Children and Families
2. Commence permanent recruitment to Service Director – Commissioning, Quality and Health Partnerships (formerly titled Service Director for Resources, Improvement and Partnerships) to be carried out in accordance with the Council’s established and approved chief officer recruitment practices. Personnel Committee are asked the note potential for changes to portfolios and, as a result, job title.
3. Convene member appointment panels to recruit to the role as set out above.
4. Note interim arrangements to address capacity gaps and pending permanent recruitment.

**7. Next steps and timelines**

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

**8. Contact officer**

Steve Mawson – Chief Executive

**9. Background Papers and History of Decisions**

This report builds on Personnel Committee of 7 April 2025

**10. Service Director responsible**

Steve Mawson – Chief Executive