

REPORT TITLE: Update on Senior Management Arrangements

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| Meeting: | Personnel Committee |
| Date: | 13 November 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 to seek approval to convene recruitment panel. | |
| Recommendations It is recommended that this Committee: <ol style="list-style-type: none"> 1. Notes updates on recruitment processes for Service Director – Skills and Regeneration and Service Director – Commissioning, Quality and Health Partnerships 2. Approves the permanent recruitment to Service Director – Highways and Streetscene to be carried out in accordance with the Council’s established and approved chief officer recruitment practices 3. Approves the member appointment panel to recruit to the role as set out in above. | |
| Resource Implications: No additional resource implications | |
| Date signed off by <u>Executive 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 – 25/10/25 Kevin Mulvaney – 24/10/25 Samantha Lawton – 24/10/25 |

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 Highways and Streetscene. The report also provides an update on recent selection processes.

2. Information required to take a decision

Background

Personnel committee were provided (7 April 2025 and 22 July 2025) with updates to the senior management structure following internal appointments and onward movement. Updates were also provided on interim arrangements in relation to Service Director – Highways and Streetscene. Personnel Committee subsequently agreed to commence recruitment to Service Director for Skills and Regeneration and Service Director Commissioning, Quality and Health Partnerships and noted interim arrangements.

Service Director – Skills and Regeneration

Following a period of interim arrangements, permanent recruitment commenced in September 2025 to maximise candidate availability. Personnel Committee are asked to note updates following recent final selection panel.

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

Prior to recruitment, portfolios were reviewed to ensure appropriate leadership to the specialist areas; this resulted in a change to portfolios and a new title, more reflective of responsibilities, to Service Director for Commissioning, Quality and Health Partnerships. Recruitment to this post commenced in September 2025 to maximise candidate availability.

Personnel Committee are asked to note updates following the recent final section panel.

Service Director – Highways and Streetscene

As noted at Personnel Committee (22 July) a result of the absence of the current postholder, interim arrangements are currently in place to provide leadership capacity. Personnel Committee are asked to note the retirement of the current postholder. In advance of permanent recruitment, portfolios across the directorate have been aligned to ensure appropriate leadership capacity.

Personnel Committee are asked to agree to commence recruitment to the above role and convene an associated recruitment panel.

3. Implications for the Council

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

- Requirements in relation to Highways
- Requirements in relation to waste
- Providing effective leadership as part of the Council's leadership team alongside delivery of the Council Plan.

Council Plan

The role 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.

Legal Implications

Whilst these posts are desirable in the interests of the efficient management and delivery of services none of the posts considered in this report are statutory posts which the Council is required to have by law. By section 112 of the Local Government Act 1972 a local authority shall appoint such officers as they think necessary for the proper discharge by the authority of its functions. By section 7 of the Local Government and Housing Act 1989 all staff are to be appointed on merit. The recruitment process should be in accord with the Council's Constitutional arrangements as described below.

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 process 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 updates provided on selection processes for Service Director for Skills and Regeneration and Service Director – Commissioning, Quality and Health Partnerships
2. Commence permanent recruitment to Service Director – Highways and Streetscene to be carried out in accordance with the Council's established and approved chief officer recruitment practices.
3. Convene member appointment panel to recruit to the role as set out above.

- 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 and 22 July 2025
- 10. Service Director responsible**
Steve Mawson – Chief Executive