

Update on Senior Management Arrangements

Meeting:	Personnel Committee
Date:	1 July 2026
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 panels.	
Recommendations It is recommended that this Committee: <ol style="list-style-type: none"> 1. Notes the update on recruitment processes for Service Director – Commissioning, Quality and Health Partnerships and Service Director – Highways, Streetscene and Waste 2. Approves the permanent recruitment to Service Director for People, Culture and Traded Services and Service Director for Property to be carried out in accordance with the Council’s established and approved chief officer recruitment practices 3. Approves the Member Appointment Panels to recruit to the roles 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?	Rachel Spencer Henshall – 23/6/26 Kevin Mulvaney – 17/6/2026 Samantha Lawton – 23/6/26

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; the report also provides an update on the outcome of most recent selection processes and seeks approval to recruit to Service Director roles.

2. Information required to take a decision

Background

Personnel Committee were provided (7 April 2025, 22 July 2025 and 13 November 2025) with updates to the senior management structure following internal appointments and onward movement. Personnel Committee subsequently agreed to commence recruitment to Service Director Commissioning, Quality and Health Partnerships and Service Director for Highways, Streetscene and Waste.

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.

Personnel Committee are asked to note the successful appointment to this role with Jess Barclay-Lambert having joined Kirklees in February 2026.

Service Director – Highways, Streetscene and Waste

Following the absence and subsequent retirement of the previous service Director, Personnel Committee, in November 2025, agreed to commence recruitment to the role.

Personnel Committee are asked to note the successful appointment to this role with Matthew Bell having joined Kirklees in May 2026.

Service Director - People, Culture and Traded Services

Following the retirement of Service Director - Culture and Visitor Economy, and prior to consideration of recruitment, portfolios have been reviewed to ensure appropriate leadership to the key areas and to bring more services together under one service director to generate efficiencies; this has resulted in a change to portfolios and a new title, more reflective of responsibilities. The new portfolio now includes People Services and HD-One.

Service Director – Property

Following the retirement of Service Director – Development, and prior to consideration of recruitment, portfolios have been reviewed to ensure appropriate leadership to the key areas; this has resulted in a change to portfolios and a new title, more reflective of responsibilities. The new portfolio now includes asset management, capital programme delivery, housing growth, strategic housing and facilities management. Interim arrangements are in place pending permanent recruitment.

In order to maximise candidate availability, should recruitment to the above roles be agreed, recruitment would be expected to commence in September 2026.

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 management of the workforce
- Requirements in relation to traded services
- Requirements in relation to capital development
- Requirements in relation to housing strategy and growth
- Providing effective leadership as part of the Council's leadership team alongside delivery of the Council Plan.

Council Plan

The roles 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 involved elected members.

5. Engagement

Internal and external stakeholders were engaged in the recruitment processes.

6. Recommendation

It is recommended that Personnel Committee:

1. Notes the updates provided on selection processes for Service Director – Commissioning, Quality and Health Partnerships and Service Director – Highways, Streetscene and Waste.

2. Agrees to commence permanent recruitment to Service Director - People, Culture and Traded Services and Service Director - Property to be carried out in accordance with the Council's established and approved chief officer recruitment practices.
3. Agrees to convene a Member Appointment Panel to recruit to the roles as set out above.

7. Next steps and timelines

Subject to Personnel Committee agreeing to recruit to these roles, recruitment planning will take place during the summer period with advertising expected in September 2026.

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 and 13 November 2025.

10. Service Director responsible

Steve Mawson – Chief Executive