

Name of Committee:	HR Committee		
Committee Date:	25 January 2024		
Report Title:	Appointment to Executive Head of Housing & Communities and Executive Head of Regeneration & Economic Development		
Responsible Officer:	Matt Goodwin, Executive Head of Internal Services		
Cabinet Lead:	Councillor Neil Bowdell		
Status:	Part-Exempt		
Urgent Decision:	No	Key Decision:	No
Appendices:	4 x Covering Letters and CVs (Provided to the HR Committee separately, in confidence)		
Background Papers:	N/A		
Officer Contact:	Name: David Fairall, Chief HR Officer Email: david.fairall@havant.gov.uk		
Report Number:	HBC/069		

Corporate Priorities:

It is a constitutional requirement for the HR Committee to appoint Chief Officers. The Council's Chief Officers ensure that the Council delivers its corporate priorities.

Executive Summary:

- A total of four interviews have been arranged for the HR Committee (two for The Executive Head of Housing & Communities and two for The Executive Head of Regeneration & Economic Development)
- In accordance with the Council's constitution, the HR Committee may appoint a candidate for each role following the interview process

Recommendations:

Following the interview process, should an appropriate candidate or candidates be identified, the HR Committee is recommended to make an offer of appointment for:

- 1) The Executive Head of Housing & Communities
- 2) The Executive Head of Regeneration & Economic Development

1.0 Introduction

- 1.1 This report presents the shortlisted candidates to the HR Committee ahead of the interviews arranged on 25 January 2024.

2.0 Background

- 2.1 These two vacancies were advertised in The MJ, on the Council's website and through Hireful (our recruitment portal) on 16 November 2023 with a closing date of 7 December 2023.
- 2.2 We received 18 applications for Executive Head of Housing & Communities and 21 for Executive Head of Regeneration & Economic Development.
- 2.3 These were shortlisted for a first round of interviews held by the Chief Executive, Executive Head of Internal Services and Chief HR Officer, where two candidates were interviewed for Executive Head of Housing & Communities and five for Executive Head of Regeneration & Economic Development (a further two having withdrawn after being shortlisted for this position).
- 2.4 The first panel was mainly technical in focus and looked at operational, line management and strategic aspects of each role. Candidates were asked to evidence relevant capabilities and experience to support a clear fit with the needs and ambitions of the Authority.
- 2.5 The application details for the four candidates qualified to be put forward to final interviews with the HR Committee are attached to this report. Given the personal information contained within the applications, these have been provided in separate appendices to the HR Committee in confidence.

3.0 Options

- 3.1 The HR Committee could choose to appoint to one, both or neither position following completion of the interviews.

4.0 Relationship to the Corporate Strategy

- 4.1 It is a constitutional requirement for the HR Committee to appoint Chief Officers. The Council's Chief Officers ensure that the Council delivers its corporate priorities.

5.0 Conclusion

5.1 The HR Committee has been provided with qualified candidates to select from and may choose to appoint following the interview process.

6.0 Implications and Comments

6.1 S151 Comments: Members of the committee should be assured that the funding for both positions is included in the proposed budget to be approved by Full Council on 28th February 2024.

6.2 Financial Implications: No direct implications

6.3 Monitoring Officer Comments: In accordance with the Council's Officer Employment Standing Orders, it is a matter for the HR Committee to appoint the Council's most senior officers. This ensures political oversight of the recruitment of the Council's senior team.

6.4 Legal Implications: No direct implications

6.5 Equality and Diversity: No direct implications

6.6 Human Resources: No direct implications

6.7 Information Governance: No direct implications

6.8 Climate and Environment: No direct implications

7.0 Risks

7.1 There are no risks associated with this paper.

8.0 Consultation

8.1 No consultation required.

9.0 Communications

9.1 Any appointments will be communicated internally and externally, as required.

Agreed and signed off by:		Date:
Cabinet Lead:	Councillor Neil Bowdell	16/01/2024
Executive Head:	Matt Goodwin	16/01/2024
Monitoring Officer:	Jo McIntosh	16/01/2024
Section151 Officer:	Steven Pink	17/01/2024