

Name of Committee:	HR Committee		
Committee Date:	20 February 2024		
Report Title:	Appointment to Executive Head of Commercial		
Responsible Officer:	Matt Goodwin, Executive Head of Internal Services		
Cabinet Lead:	Councillor Neil Bowdell		
Status:	Part-Exempt		
Urgent Decision:	No	Key Decision:	No
Appendices:	2 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/079		

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:

- Two interviews have been arranged for the HR Committee
- In accordance with the Council's constitution, the HR Committee may appoint a candidate for the Executive Head of Commercial role following the interview process

Recommendations:

Following the interview process, should an appropriate candidate be identified, the HR Committee is recommended to make an offer of appointment for the Executive Head of Commercial.

1.0 Introduction

- 1.1 This report presents the shortlisted candidates to the HR Committee ahead of the interviews arranged on 20 February 2024.

2.0 Background

- 2.1 Candidates were sourced through an executive search process led by Tile Hill commencing on 4 December 2023 with a closing date of 7 January 2024.
- 2.2 Tile Hill received 17 applications and presented these to the Chief Executive, Executive Head of Internal Services and Chief HR Officer as an initial longlist, with an overview of each candidate and suggested ranking against the criteria of the role.
- 2.3 Of these, nine candidates were selected for a technical round of interviews organised by Tile Hill.
- 2.4 The same representatives from the Council were presented with a pack containing feedback from these interviews and three candidates were chosen to attend face-to-face officer-led interviews.
- 2.5 These officer-led interviews 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.
- 2.6 The application details for the two 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 the position following completion of the interviews or not to appoint any candidate.

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 this position 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	10/02/24
Executive Head:	Matt Goodwin	09/02/24
Monitoring Officer:	Jo McIntosh	09/02/24
Section151 Officer:	Steven Pink	09/02/24