

# WEST NORTHAMPTONSHIRE SHADOW AUTHORITY

## SHADOW EXECUTIVE MEETING

<b>Report Title</b>	Permanent Recruitment Update
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### 1. Purpose

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1.1 The purpose of this report is to provide an update on the Statutory Officer Permanent Recruitment Process; including:

- Progress to date
- Timeline for next steps

### 2. Recommendations

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It is recommended that the Shadow Executive note the progress made and next steps with recruitment to the permanent roles.

### 3.

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#### 3.1 Report Background

3.1.1 Following agreement from Leaders a national recruitment campaign is underway to recruit the following roles:

West Northamptonshire:

- Chief Executive
- Director of Finance (Section 151)
- Director of Adult Social Services (DASS)
- Director of Legal and Democratic Services (Monitoring Officer)

North Northamptonshire:

- Chief Executive
- Director of Finance (Section 151)
- Director of Adult Social Services (DASS)
- Director of Legal and Democratic Services (Monitoring Officer)

Joint West and North Northamptonshire:

- A single Director Children's Services to sit across both unitary authorities; with oversight of the Children's Trust.

### 3.2 Progress

- 3.2.1 The national recruitment campaign launched in the MJ on 28 May 2020 with a [supporting editorial](#) from Councillor McCord, Councillor Roberts and Theresa Grant outlining the opportunities available and ambitions for the future. A [microsite](#) has been launched with details of the roles.
- 3.2.2 Councillor McCord and Councillor Roberts wrote to colleagues in districts, boroughs and the county on 27 May 2020 ahead of the campaign launch to encourage them to consider applying for the roles and to consider a positive future with the new unitary authorities.
- 3.2.3 Full training will be provided to members taking part in the recruitment and selection process in partnership with our specialist recruitment consultants Penna and the Local Government Association.

### 3.3 Timetable

Date	Activity
w/c 4 May	Training provided to interim member recruitment panels
Through May	Advertising and Microsite Marketing Developed and Approved Search Mapping and Candidate Identification and Targeting
w/c 25 May	Advertising campaign launched
June	Training for permanent member recruitment panels
29 June	Closing Date for Applications – Chief Executives
July/ August	Assessment and Interview Programmes Chief Executives
20 July	Closing Date for Applications – Directors
August/Early September	Assessment and Interview Programmes Directors
September/ October	Full Council Ratification
October/November	Chief Executives Commence (dependent upon notice)
November/ December	Directors Commence (dependent upon notice)

## **4. Implications (including financial implications)**

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### **4.1 Policy**

4.1.1 NA

### **4.2 Resources and Risk**

4.2.1 Roles have been advertised in line with national benchmarks for equivalent positions.

### **4.3 Legal**

4.3.1 The recruitment process is in line with the statutory requirements set out in the Structural Change Order.

### **4.4 Equality and Health**

4.4.1 The recruitment process will be carried out in line with equalities legislation and best practice.

