

Committee Name and Date of Committee Meeting

Staffing Committee – 10 June 2024

Report Title

Recruitment of Strategic Director, Regeneration and Environment

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

Lynsey Linton

lynsey.linton@rotherham.gov.uk

Ward(s) Affected

Borough-Wide

Report Summary

This report sets out proposals to appoint to the Strategic Director, Regeneration and Environment.

Recommendations

1. That Staffing Committee approve the request to fill the vacant post of Strategic Director Regeneration and Environment and refer the process to the Senior Appointments Panel to make the appointment.

List of Appendices Included

None

Background Papers

Localism Act 2011 Hutton review of Fair Pay in the Public Sector

Local Government Transparency Code 2015

Pay Policy Statement

Other Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Recruitment of Strategic Director, Regeneration and Environment

1. Background

- 1.1 Following the resignation of the Strategic Director, Regeneration and Environment on 12 April 2024, formal arrangements need to be made to appoint to the role on a permanent basis.
- 1.2 As the role is the strategic lead for the directorate, an interim was appointed to cover duties, for a 6-month period from 15 April 2024.

2. Key Issues

- 2.1 Staffing Committee is asked to give their approval to recruit to the vacant Strategic Director of Regeneration and Environment post.
- 2.2 As per the Officer Employment Procedure Rules and Code of Conduct, Staffing Committee is asked to agree plans to immediately begin the selection process, led by the Senior Officer Appointments Panel.
- 2.3 Based on a three-month notice period, it is expected that the successful candidate would take up post in November 2024.
- 2.4 The salary for the Strategic Director post is £131,885 (subject to the outcome of 2024/25 pay negotiations) and will be advertised at the current rate.

3. Options considered and recommended proposal

- 3.1 As this is a Chief Officer post, permanent recruitment to the Strategic Director role undertaken by a Senior Officer Appointments Panel is recommended.

4. Consultation on proposal

- 4.1 Consultation has taken place with the Chief Executive and Leader of the Council.

5. Timetable and Accountability for Implementing this Decision

- 5.1 There is no proposal to change the existing agreed salary for the post and therefore it is proposed to refer the process to the Senior Officer Appointments Panel.
- 5.2 Based on current plans the post will be advertised for a minimum period of two weeks at the end of June 2024 and early July 2024 with the assessment process and final interview panels completed by the end of July 2024.

6. Financial and Procurement Advice and Implications

6.1 The Strategic Director is a budgeted post, therefore, the current and future costs of the post are factored into the Council's financial planning.

6.2 The engagement of a recruitment agency to assist with the search and selection process will be undertaken in accordance with the Council's Financial & Procurement Procedure Rules.

7. Legal Advice and Implications

7.1 There are no direct legal implications arising from this report.

8. Human Resources Advice and Implications

8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equity required by employment legislation.

8.2 Due to the strategic nature of this role in leading the directorate, it is imperative that a permanent replacement is recruited as quickly as possible.

9. Implications for Children and Young People and Vulnerable Adults

9.1 There are no direct implications arising from this report.

10. Equalities and Human Rights Advice and Implications

10.1 Fair pay structures are a requirement of employment and equalities legislation.

11. Implications for CO₂ Emissions and Climate Change

11.1 There are no direct implications arising from this report, although appointing to this strategic role will support continued leadership of the Council's climate change strategy.

12. Implications for Partners

12.1 The role is a member of the Council's Strategic Leadership Team working corporately with Elected Members and external stakeholders to ensure the Council vision, priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

13.1 Failure to proceed with the appointment process would create a risk that the council will be unable to deliver continued improvement across directorate services, with an ensuing impact across other directorates due to the corporate nature of this role.

Accountable Officer(s)

Lynsey Linton, Assistant Director, Human Resources

Approvals obtained on behalf of:

	Name	Date
Chief Executive	Sharon Kemp	30/05/24
Strategic Director of Finance & Customer Services (S.151 Officer)	Judith Badger	29/05/24
Assistant Director of Legal Services (Monitoring Officer)	Phillip Horsfield	29/05/24
Assistant Director of Human Resources (if appropriate)	Lynsey Linton	29/05/24
The Strategic Director with responsibility for this report	Jo Brown, Assistant Chief Executive	30/05/24
Consultation undertaken with the relevant Cabinet Member	Leader of the Council - Councillor Read	30/05/24

Report Author: Lynsey Linton, Assistant Director Human Resources Lynsey Linton

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