

Committee Name and Date of Committee Meeting

Staffing Committee – 6th July 2026

Report Title

Recruitment of Service Director roles in 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

Judith Badger, Executive Director of Corporate Services

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

This report sets out proposals to establish and appoint to the post of Service Director of Streetscene, Fleet and Highways and Service Director of Regulatory Services, Community Safety and Protection and other associated changes.

Recommendations

That Staffing Committee:

1. Approve the structural change to the Regeneration and Environment Directorate.
2. Support the recommendation to establish the role of Service Director of Streetscene, Fleet and Highways and refer to Council for approval;
3. Subject to approval by Council, refer the process to the Senior Officer Appointments Panel to undertake recruitment to the post of Service Director of Streetscene, Fleet and Highways.
4. Refer the process to the Senior Officer Appointments Panel to undertake recruitment to the post of Service Director of Regulatory Services, Community Safety and Protection;

List of Appendices Included

Appendix 1 Structure Chart

Appendix 2 Benchmarking

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 Service Director roles in Regeneration and Environment

1. Background

- 1.1 The Regeneration and Environment agenda has become more prominent and with increasing complexity across the local government sector, at local, regional and national level. This includes, opportunities presented by Rotherham Gateway, changes to delivery requirements through the insourcing of Household Waste Recycling Centres, changes to regulatory functions and other Regeneration and Economic Development programmes.
- 1.2 The Executive Director of Regeneration and Environment commenced in post in April 2024 and the current structure has been in place prior to their appointment.
- 1.3 The current Service Director of Community Safety and Streetscene has successfully applied for another senior role elsewhere, which has provided an opportunity to consider this role and other roles in the Directorate leadership structure, in accordance with the current and future priorities and opportunities for the Council.
- 1.4 The Executive Director has commenced formal consultation, via the recognised trade unions, with relevant postholders on proposed changes to the structure. This includes a proposal to create a new role of Service Director of Streetscene, Fleet and Highways in recognition of these priorities and challenges.

2. Key Issues

- 2.1 The current and proposed structure of the Directorate is detailed at Appendix 1.
- 2.2 Staffing Committee is asked to agree the structural change to the Directorate.
- 2.3 Staffing Committee is asked to recommend to Council the establishment of the new post of Service Director of Streetscene, Fleet and Highways and, subject to approval by Council, refer the matter to the Senior Officer Appointments Panel to commence the recruitment process.
- 2.4 Staffing Committee is asked to note that the post of Service Director of Community Safety and Streetscene be re-titled as Service Director of Regulatory Services, Community Safety and Protection and that the job description has been updated to reflect this.
- 2.5 Staffing Committee is asked to agree plans to immediately begin the selection process for the Service Director of Regulatory Services, Community Safety and Protection and refer the matter to the Senior Officer Appointments Panel.
- 2.6 The salary for the Service Director role is £105,726. The salary is inclusive of the 2026-27 Local Government (JNC) Pay Award.

- 2.7 Local benchmarking is appended to this document for transparency at Appendix 2.
- 2.8 It is anticipated that the full recruitment process, allowing for advertising, selection and notice periods, may take 6 months. In the event that the Directorate requires additional strategic leadership during this time, an interim may need to be considered.
- 2.9 Staffing Committee is asked to note the retitling of the post of Service Director of Planning, Regeneration and Transport to Service Director of Regeneration, Development and Transportation.
- 2.10 There are no changes to the post of Service Director of Culture, Sport and Tourism as part of this process.

3. Options considered and recommended proposal

- 3.1 There is the opportunity for Staffing Committee to reject recommendations to create the role of Service Director of Streetscene, Fleet and Highways as referenced in this report, however it is considered by the Executive Director that this would not allow the Council to respond effectively to current and emerging demands in the Regeneration and Environment Directorate.
- 3.2 In accordance with usual process for the appointment of Service Directors, it is proposed that permanent recruitment should be undertaken by a Senior Officer Appointments Panel.
- 3.3 No other options are available for the appointment of Chief Officer roles.

4. Consultation on proposal

- 4.1 Consultation, in accordance with the Council's agreed policies, has taken place with the recognised trade unions and individuals whose terms and conditions are affected by the change.

5. Timetable and Accountability for Implementing this Decision

- 5.1 It is proposed that Staffing Committee recommend the establishment of Service Director of Streetscene, Fleet and Highways to Council.
- 5.2 Subject to agreement by Council, to refer the recruitment process to the Senior Officer Appointments Panel.
- 5.3 It is proposed to immediately refer the appointment of the Service Director of Regulatory Services, Community Safety and Protection to the Senior Officer Appointments Panel as this does not require agreement of Council.
- 5.4 A recruitment timetable will be agreed in consultation with the Executive Director of Regeneration and Environment and the Senior Officer Appointments Panel.

6. Financial and Procurement Advice and Implications

- 6.1 Within the approved revenue budget for the Directorate, there is sufficient budget for one of the Service Director posts proposed within this report. The £134k of costs associated with the additional Service Director post will be funded corporately from within the Council's overall Budget. There are no financial implications to the retitling of the post as detailed at 2.5.
- 6.2 Whilst there are no procurement implications associated with the recommendations as detailed in this report, it must be noted that the engagement of a third party agency to support the Council's search and selection processes as part of any recruitment campaign, must be procured in compliance with relevant legislation (Public Contracts Regulations 2015 or the Procurement Act 2023) dependent on the route to market, as well as the Council's own Financial and Procurement Procedure Rules.

7. Legal Advice and Implications

- 7.1 These positions carry significant strategic responsibilities as described in the report above. Should the Committee decide not to fill the post then there is a requirement set out in the Constitution (Paragraph 6.1 of the Officer Appointment Procedure Rules) for the Committee to suggest how the responsibilities of the post would be fulfilled.

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 The detail of this report accords with due process within Council and relevant HR Policies and Procedures.
- 8.3 No other options are available to make the changes proposed.

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 strategies.

12. Implications for Partners

- 12.1 This role will work corporately with Elected Members and external stakeholders to ensure the Council's vision, priorities and values are actively promoted and made a reality.

13. Risks and Mitigation

- 13.1 Failure to proceed with the appointment process to this role would create risk for the Council due to the responsibilities of the role.

Accountable Officer(s)

Lynsey Linton, Service Director of Human Resources and Organisational Development.

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	18/06/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	16/06/26
Service Director of Legal Services (Monitoring Officer)	Phil Horsfield	17/06/26

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