Public Report
Staffing Committee

Committee Name and Date of Committee Meeting
Staffing Committee – 30 November 2026

Report Title
Recruitment of Executive Director, Corporate Services

Is this a Key Decision and has it been included on the Forward Plan?
No

Executive Director Approving Submission of the Report
John Edwards, Chief Executive

Report Author(s)
Lynsey Linton, Director of Human Resources and Organisational Development
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Ward(s) Affected
Borough-Wide
Choose an item.

Report Summary
This report sets out proposals to appoint to the post of Executive Director, Corporate Services.

Recommendations
That Staffing Committee:

1. Approve the request to fill the post of Executive Director, Corporate Services.

2. Refer the process to the Senior Officer Appointments Panel to undertake the recruitment process.

3. The Senior Officer Appointments Panel to make a recommendation to Council regarding the preferred candidate following the recruitment process.

List of Appendices Included

Appendix 1 Local 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 Executive Director, Corporate Services

1. Background

1.1 The current Executive Director, Corporate Services has announced their intended retirement from the Council.

1.2 The role is a statutory post, holding S151 responsibility and defined as the senior local authority officer responsible for the proper administration of the council's financial affairs under Section 151 of the Local Government Act 1972. The role is accountable for the functions of Legal Services, Finance, Human Resources and Organisational Development, Customer, Information and Digital Services, Internal Audit and Property and Facilities Services.

2. Key Issues

2.1 Staffing Committee is asked to give their approval to recruit to the post of Executive Director, Corporate Services.

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 and refer the matter to the Senior Officer Appointments Panel.

2.3 The salary for the post of Executive Director, Corporate Services is £144,113 inclusive of the 2026/27 Local Government Pay Award for Chief Officers. Although there is no intention to amend the grade of the post, local benchmarking information is included for transparency at Appendix 1.

3. Options considered and recommended proposal

3.1 In accordance with usual process for the appointment of Executive Directors, it is proposed that permanent recruitment should be undertaken by a Senior Officer Appointments Panel.

3.2 In accordance with the appointment of statutory officers, the Senior Officer Appointments Panel must recommend the preferred candidate to Council.

3.3 Whilst alternative interim arrangements could be implemented on a temporary basis, the recommended option is permanent recruitment to ensure continuity of leadership and statutory compliance.

4. Consultation on proposal

4.1 Consultation has taken place with the Leader of the Council.

5. Timetable and Accountability for Implementing this Decision

5.1 It is proposed to refer the process to the Senior Officer Appointments Panel.

5.2 Based on current plans the post will by advertised in January 2027, with the assessment process and final interview panels completed by February 2027 and a recommendation to Council in March 2027.

6. Financial and Procurement Advice and Implications

6.1 Provision for the post of Executive Director, Corporate Services has been made within the Council's Budget, therefore, the current and future costs of the post are factored into the Council's financial planning. The costs of the recruitment process will be accommodated from within the Council's existing Budget.

7. Legal Advice and Implications

7.1 The Post carries significant 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 This is a statutory post in accordance with the Council's Constitution. There are no other options available to appoint to the role in accordance with the Constitution and legislation.

9. Implications for Children and Young People and Vulnerable Adults

9.1 There are no direct implications arising from this report, however appointing to this strategic role will ensure ongoing leadership of the Corporate Services Directorate which supports the delivery of outcomes for children, young people and vulnerable adults.

10. Equalities and Human Rights Advice and Implications

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

11. Implications for CO_2 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 As a member of the Council's Strategic Leadership Team, 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 statutory role would create risk for the Council due to the responsibilities of the position.

Accountable Officer
Lynsey Linton, Service Director, Human Resources and Organisational Development.

Approvals obtained on behalf of:

	Name	Date
Chief Executive	John Edwards	19/11/26
Executive Director of Corporate Services (S.151 Officer)	Judith Badger	12/11/26
Service Director of Legal Services (Monitoring Officer)	Phillip Horsfield	13/11/26
Service Director of Human Resources (if appropriate)	Lynsey Linton	21/10/26
Head of Human Resources (if appropriate)	Amy Leech	21/10/26
The Executive Director with responsibility for this report	John Edwards, Chief Executive	11/11/26
Consultation undertaken with the relevant Cabinet Member	Cabinet Member for Finance and Community Safety - Councillor Alam	09/11/26

Report Author: Lynsey Linton, Service Director of Human Resources and Organisational Development

This report is published on the Council's website.

Appendix 1 Local Benchmarking

Organisation	Role title	Salary
Barnsley Metropolitan Council	Executive Director Core Services	£134,000
	Director of Finance – Chief Financial Officer (S151 Officer)	£121,000
Sheffield City Council	Chief Operating Officer	£146,942
	Director of Finance and Commercial Services (Chief Finance Officer under Sec 151 of LGA1972)	£131,291
Wakefield Council	Corporate Director Resources/Chief Operating Officer	£142,950
Bradford Council	SD Corporate Resources/S151	£159,862 - £167,495
Calderdale Council	Director of Resources & Transformation	£144,125
North Yorkshire Council	Corporate Director Resources	£141,233 - £164,272
Hull Council	Executive Director of Corporate Resources	£140,086

NB Due to different configurations of Council Structures a like for like benchmark process of roles containing the same combination of services is unable to be undertaken.