

WYRE FOREST DISTRICT COUNCIL

COUNCIL
22nd October 2009

Appointment of Chief Executive

OPEN	
SUSTAINABLE COMMUNITY STRATEGY THEME	N/A
CORPORATE PLAN AIM:	A Well Run and Responsive Council
CABINET MEMBER:	Councillor John Campion, Leader of the Council
DIRECTOR:	Diane Tilley, Interim Chief Executive
CONTACT OFFICER:	Rachael Gill
APPENDICES	None

1. PURPOSE OF REPORT

- 1.1 For Council to appoint a new Chief Executive for Wyre Forest District Council.

2. RECOMMENDATION

- 2.1 **The Appointment and Appeals Panel recommend that: Mr Ian Miller be appointed as the Chief Executive of Wyre Forest District Council.**

3. BACKGROUND

- 3.1 On 29th July 2009 Council authorised the retirement of Mr Walter Delin as Chief Executive who subsequently retired from the Authority on 14th August 2009. Ms Diane Tilley was appointed Interim Chief Executive until a permanent appointment is made.
- 3.2 Council also authorised at its meeting on 29th July 2009, the Appointments and Appeals Committee to undertake the selection of appointment to the post of Chief Executive (Head of Paid Service). The services of an external Recruitment Consultant were acquired to manage the process on behalf of the Council.
- 3.3 The post was advertised with a closing date of Friday 25th September 2009. A long list of 12 candidates was selected from the total of 37 applications and long list interviews were subsequently held by the Council's Recruitment Consultants. Six candidates were then selected for the shortlist. The long list and short listing process was carried out by the Recruitment Consultants in consultation with the Leader, Interim Chief Executive and HR.

- 3.4 A two day full and varied selection process was carried out on 19th & 20th October 2009. The process was designed to test a wide range of skills in different scenarios.
- 3.5 The Appointment and Appeals Panel were supported by Diane Tilley, Interim Chief Executive, Rachael Gill, HR Officer and Diana Glendenning, Principal Committee Officer.

4. KEY ISSUES

- 4.1 None.

5. FINANCIAL IMPLICATIONS

- 5.1 No additional financial implications.

6. LEGAL IMPLICATIONS

- 6.1 The Council is required to appoint a Head of Paid Service. In accordance with SO F4(2)(a) Full Council must approve the appointment of the Head of Paid Service.

7. RISK MANAGEMENT

- 7.1 Not appointing to the post of Chief Executive would result in a lack of corporate direction for the Council. It is also possible that the other suitable candidate may not accept the position. It would then be necessary to repeat the recruitment process which would have further financial implications.

8. CONCLUSIONS

- 8.1 Following the stringent recruitment process and the two days selection process conducted by the Appointments Panel the recommendation should now be considered by Council.
- 8.2 The recommended candidate for the post of Chief Executive has demonstrated excellent leadership qualities, experience of transformational programmes and solid previous experience as a Chief Executive.

9. CONSULTEES

- 9.1 Leader of the Council
Corporate Management Team