

APPOINTMENT COMMITTEE - ASSISTANT DIRECTOR, CHILDREN'S SERVICES

20 SEPTEMBER 2018

Present: Councillor Hinchey (Chairperson).
Councillors Elsmore, Lister, Taylor and Williams.

9 : APOLOGIES

There were no apologies.

10 : DECLARATIONS OF INTEREST

There were no declarations of interest for this meeting.

11 : TERMS OF REFERENCE

RESOLVED – That the terms of reference were noted as follows:

“To discharge the functions of the authority in respect of the appointment and dismissal of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006) and the statutory Head of Democratic Services, in accordance with the Employment Procedure Rules and other relevant Council policies and procedures”.

12 : MINUTES OF THE MEETING - 6 AUGUST 2018

The minutes of the Appointment Committee on 6 August 2018 were approved as a correct record and signed by the Chairperson.

13 : EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded during the discussion on the following item of business on the grounds that, if members of the public were present during the discussion, because of the nature of the business to be transacted there would be disclosure to them of except information as defined in Part 4 of Schedule 12A of the Local Government Act 1972 and as described below:

Paragraph 12 – Information relating to an applicant to become an employee of the Authority; and

Paragraph 13 – Information which was likely to reveal the identity of an individual.

14 : APPOINTMENT OF ASSISTANT DIRECTOR CHILDREN'S SERVICES

The Appointment Committee for the post of Assistant Director, Children's Services was reconvened to receive and consider the findings from the Assessment Centre.

The Committee was advised that Candidate 1 had withdrawn from the recruitment process.

Miriam Burton, the External Lead Assessor Advisor presented the reports in respect of the Candidates 2 and 3 who completed the assessment centre exercises, which had been scored against the required competencies and role description. The Committee, on the basis of the scoring against the competencies, assessment outcomes and the candidate's original application form, considered which candidates should be put forward to formal interview.

The Committee unanimously agreed that the two candidates did not meet the requirements of the role of Assistant Director Children's Services at this time.

The Committee discussed opportunities to broaden the advertising of this vacancy within the sector and the UK. The Corporate Director and Director of Social Services advised that the recruitment plan being developed would capture the Committee's recommendation.

RESOLVED – That

1. the Committee was unable to recommend either of the candidates to progress to interview stage.
2. the Corporate Director, People and Communities in consultation with the Director of Social Services and the HR People Partner be given delegated authority to progress a recruitment plan to broaden the coverage of the advertising process to attract qualified candidates for the role of Assistant Director, Children's Services
3. As far as practicable, the membership of the Committee be kept the same for the recruitment process going forward.

15 : DATE OF NEXT MEETING

RESOLVED – That the Appointment Committee for the Interview stage of this process on 4 October 2018 be cancelled.

The meeting terminated at 10.45 am