

**Report for: Chief Officers’
Employment Panel**

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| Date of Meeting: | 30 March 2023 |
| Subject: | Recruitment of Director of Children Services and Director of Corporate Resources & Transformation |
| Responsible Officer: | Patrick Flaherty – Chief Executive |
| Exempt: | Public |
| Wards affected: | All |
| Enclosures: | Appendix 1 – Role Profile for the Director of Children Services Appendix 2 – Role Profile for the Director of Corporate Resources and Transformation Appendix 3 – Structure Chart |

Section 1 – Summary and Recommendations

This report reviews the senior management positions in Resources and proposes the creation of a new post and seeks approval of the associated remuneration package. It also seeks approval to the recruitment to a vacancy in the People Services Directorate and interim arrangements as may be necessary.

Recommendations:

The Panel is requested to:

1. Approve the recruitment for the statutory post of Director of Children Services – D3.
2. Agree that if an Interim Director of Children's Services is required to cover this statutory post, suitable internal candidates be invited to apply and attend an interview by the Panel.
3. Approve the role profile, salary package and recruitment process for the post of the Director of Corporate Resources and Transformation - D3 with a salary package of £127,698 - £140,652.
4. Approve the appointment of a search agency to support the recruitment to both the Director of Children Services, Interim Director of Children Services (if required) and Director of Corporate Resources and Transformation.

Section 2 – Report

Director of Children Services

The Director of Children Services (Grade D3) is a Statutory Chief Officer post and has been fulfilled since June 2022 by Peter Tolley. The current postholder, has indicated that he will retire at the end of May 2023. The Director of Children Services (DCS) post holds significant statutory responsibilities in how the Council look after Harrow's children and forms an integral link with our partners such as schools.

It is proposed that any suitable qualified internal and external candidates be invited to apply for this post via the search agency appointed to carry out the recruitment. Upon receipt of candidate applications, a further meeting of this Panel will be held to shortlist, interview the candidates, and decide whether to make an appointment.

In the event that an interim postholder is needed to cover this statutory post between the departure of current postholder and the start date of the appointed candidate, it is proposed that suitable internal candidates be invited to apply by

way of supporting statement and CV. The Panel will then interview those internal candidates and appoint.

Director of Corporate Resources and Transformation

The Director of Corporate Resources & Transformation (Grade D3) role is newly created to reflect the current Directorate of Resources structure and is a non-statutory Chief Officer post.

Under the new structure, this postholder will be responsible for Customer Service, IT, Communications, Human Resources and Organisational Development, Strategy and Performance and Transformation. This role will form a part of the key senior management team at the Council with a clear focus to deliver projects to improve services for residents and identify internal efficiencies.

It is proposed that any suitable qualified internal and external candidates be invited to apply for this post via the search agency appointed to carry out the recruitment. Upon receipt of candidate applications, a further meeting of this Panel will be convened to shortlist and interview the candidates and make an appointment.

Legal Implications

The Chief Officers' Employment Panel has delegated powers to:

- Approve remuneration packages of £100,000 or over for any Council post; and
- To appoint Chief Officers.

Financial Implications

The Director of Children Services and Director of Corporate Resources and Transformation are both graded D3 with salary packages of £127,698 - £140,652.

Both positions are budgeted for and is part of the establishment.

Risk Management Implications

Risks included on corporate or directorate risk register? **No**

Separate risk register in place? **No**

The relevant risks contained in the register are attached/summarised below. **n/a**

Equalities implications / Public Sector Equality Duty

Was an Equality Impact Assessment carried out? No

- The roles quoted in this report have a responsibility to deliver the Council's vision and values by addressing inequalities faced by the residents of Harrow.
- The responsibility of these roles is to promote equality, diversity and inclusion and the reduction of inequalities ensuring that everyone can contribute through everyday actions to deliver the required health and wellbeing outcomes.

Council Priorities

1. **A council that puts residents first**
2. **A borough that is clean and safe**
3. **A place where those in need are supported**

Section 3 - Statutory Officer Clearance

Statutory Officer: Dawn Calvert

Signed by the Chief Financial Officer

Date: 15/03/2023

Statutory Officer: Hugh Peart

Signed by the Monitoring Officer

Date: 27/02/2023

Chief Officer: Patrick Flaherty

Signed by the Chief Executive

Date: 15/03/2023

Mandatory Checks

Ward Councillors notified: NO, as it impacts on all Wards

Section 4 - Contact Details and Background Papers

Contact: Akhil Wilson, Head of Resourcing, Akhil.wilson@harrow.gov.uk

Background Papers: None

If appropriate, does the report include the following considerations?

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| 1. Consultation | NO |
| 2. Priorities | NO |