



Appointment of Chief Executive Officer

Report from the Chairman of the Senior Appointments and Bucks Pay Awards Committee

Purpose of Report

1. To agree the recommendation from the Senior Appointments and Bucks Pay Committee (SABPAC) regarding the appointment of the Chief Executive and Head of Paid Service, following the recruitment and selection process undertaken.

The Recruitment and Selection Process

2. In accordance with the Council's Constitution and legal requirements, SABPAC are delegated to undertake recruitment processes for senior officers of the County Council, subject to approval by Council in the case of the appointment of the Chief Executive and Head of Paid Service.
3. On 8th December 2015, SABPAC met to consider how the Council should fulfil its statutory obligations under the Local Government and Housing Act 1989 and Local Government Act 2000 to appoint a Head of Paid Service following the retirement of Chris Williams in April 2016. The Committee agreed that the post of Chief Executive and Head of Paid service should be advertised and filled on a revised salary band of £170,000 to £200,000.
4. Davidson and Partners were engaged to provide professional assistance in the recruitment process to the SABPAC, alongside the Managing Director (Business Enterprise and Shared Services).
5. The post was advertised externally through relevant national media and in addition the vacancy was advertised internally and on the County Councils website. A total of 14 applications were received for the position, and the Leader and Chairman of SABPAC agreed on 11th December 2015 that 10 should be longlisted for technical interview. One candidate later withdrew their application.
6. Following a technical longlist interview and In-tray tests, the Leader and Chairman of SABPAC agreed to shortlist four candidates. At this stage one further candidate withdrew their application, leaving three shortlisted candidates.
7. A lengthy and challenging assessment centre took place on 14th and 15th April in which candidates undertook the following exercises:

- A partner interview involving officers from the NHS and Business Community
 - A staff interview
 - A mock Cabinet exercise involving Members of Cabinet
 - An on-camera media exercise
 - Psychometric tests
 - An interview with the Leader
 - A reception with the Conservative Group
 - A dinner with Cabinet
 - A presentation and interview with Members of SABPAC
 - Detailed references
8. Following the Assessment Centre process, SABPAC met on 15th April to consider feedback on each candidate. As a result of the extensive and challenging recruitment process, SABPAC agreed that Ms Rachael Shimmin OBE, currently Corporate Director Children's and Adults at Durham County Council was the preferred candidate. SABPAC therefore resolved that Ms Rachael Shimmin OBE be offered the post of Chief Executive and Head of Paid Service, subject to the agreement of full Council in accordance with Article 4 of the Council's Constitution. SABPAC agreed to offer the post on a spot salary of £195,000, with the start date to be confirmed.

Recommendation

Council is asked to agree the appointment of Rachael Shimmin OBE to the post of Chief Executive and Head of Paid Service.

**MARTIN TETT, LEADER OF THE COUNCIL AND
CHAIRMAN, SENIOR APPOINTMENTS AND BUCKS PAY AWARDS COMMITTEE**

