



Council

Thursday, 5 March 2020

Appointment of the Chief Executive

Report of the Executive Manager – Finance and Corporate Services

Portfolio Holder for Strategic and Borough Wide Leadership Councillor Simon Robinson

1. Purpose of report

- 1.1. Following the retirement of the previous Chief Executive, Allen Graham, last year, Council approved interim arrangements to be put in place to ensure continuity and strong leadership for the Council over the coming 12 months.
- 1.2. In accordance with the recommendation an Interim Chief Executive was appointed to facilitate a smooth transition and maintain stability and continuity for the council. Council are asked to consider the recommendation from the interviewing committee to make the Interim Chief Executive's position permanent.

2. Recommendation

It is RECOMMENDED that Council approves the permanent appointment of Katherine Marriott to the role of Chief Executive and Head of Paid Service with immediate effect.

3. Reasons for Recommendation

- 3.1. The report to Council on 7 March 2019 stated that 'In order to facilitate a smooth transition and maintain stability and continuity, it is also proposed to appoint an interim Chief Executive and Head of Paid Service up to the 30 May 2020. During this period the formal recruitment process will be followed in accordance with the Council's Constitution'.
- 3.2. During the interim period, Katherine Marriott has demonstrated her abilities in the role, including acting as returning officer for the Council.
- 3.3. It was felt by the Leader of the Council following discussions with Katherine Marriott and Cabinet colleagues that the current interim appointment had shown Katherine Marriott to be an excellent choice and that the temporary nature of the role was hampering the ambitions and proposals for the future progression of the Council.
- 3.4. The Interviewing Committee was therefore arranged during the interim period in order to progress the formal recruitment process to make a recommendation to Council as to whether to:

- a) Appoint Katherine Marriott to the role of Chief Executive and Head of Paid Service, or
- b) Progress to an external recruitment process for the role.

4. Supporting Information

- 4.1. The Interviewing Committee met on 11 February 2020 and agreed unanimously, following a rigorous process, to recommend to Council the appointment of Katherine Marriott to the role.
- 4.2. Cabinet have agreed the recommendation and the signed proposals are attached at Appendix A.

5. Alternative options considered and reasons for rejection

The alternative option would be to go to an externally advertised recruitment process, that the interim Chief Executive could also apply for in competition with others. This would be a costly exercise over several months and could result in the current interim choosing not to apply or to consider roles outside of the Council. This could result in a loss of continuity and stability for the Council. The recommendation has been made following a rigorous selection process.

6. Risks and uncertainties

- 6.1. It is the Council’s policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
- 6.2. It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, based on the information available the risks associated with this recommendation have been identified, as follows.

Action	Risks
1. Approval not given for recommendation to appoint current interim Chief Executive and to proceed to external recruitment	<p>The current interim will be disaffected and may not wish to continue in the interim role until appointment is made.</p> <p>This could cause a period of instability for the Council and there are currently a number of Chief Executive roles being advertised including some locally, which could mean that we would lose our current interim.</p>
2. External advertising and recruitment agreed	This process could take up to nine months to take into account advertising, assessment centres, interviewing and potential for a current Chief Executive to be on six months’ notice.

	<p>This would also result in a costly exercise to recruit into the role.</p> <p>External appointment could result in a more costly appointment in terms of salary if current employment is at a unitary Authority or a Council based in London.</p>
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7. Implications

7.1. Financial implications

The funding of the post will be met from existing budgets.

7.2. Legal implications

There are no direct legal implications arising from this report, however it should be noted that the Council must have in place a Head of Paid Service which is a statutory role.

7.3. Equalities implications

There are no direct equality implications arising from this report.

7.4. Section 17 of the Crime and Disorder Act 1998 Implications

There are no Section 17 implications arising from this report.

8. Link to Corporate Priorities

Quality of Life	The appointment of the Chief Executive is critical in the Council having the right leadership and management of the organisation to achieve all of the Council's Corporate Priorities.
Efficient Services	
Sustainable Growth	
The Environment	

9. Recommendations

It is RECOMMENDED that Council approves the permanent appointment of Katherine Marriott to the role of Chief Executive and Head of Paid Service with immediate effect.

For more information contact:	Peter Linfield Executive Manager – Finance and Corporate Services 0115 9148439 plinfield@rushcliffe.gov.uk
Background papers available for Inspection:	None.
List of appendices:	Appendix A - Signed proposal from Cabinet members