

27 July 2022		ITEM: 12
Council		
Assistant Director Appointment		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Sean Clark, Corporate Director Resources and Place Delivery		
This report is Public		

Executive Summary

In accordance with Constitutional requirements this report seeks approval from Council to appoint the permanent Assistant Director Regeneration and Place Delivery.

Following a robust search and selection process, General Services Committee interviewed on 11 July 2022 and agreed to recommend the appointment of Kevin Munnely as Assistant Director Regeneration and Place Delivery.

1. Recommendation

1.1 To approve in accordance with the Council's Constitution the appointment of Kevin Munnely as Assistant Director Regeneration and Place Delivery.

2. Introduction and Background

2.1 The Assistant Director Regeneration and Place Delivery role has been covered on an interim basis since April 2021.

2.2 This post is a permanent existing position in the senior structure and critical to the delivery of key priorities for the Council.

3. Assistant Director Regeneration and Place Delivery

3.1 Recruitment to the Assistant Director Regeneration and Place Delivery role commenced in May 2022. The Council engaged executive search agency Tile Hill to run a full search and selection campaign.

- 3.2 The campaign attracted a total of twenty applications which were assessed by Tile Hill and eight candidates were recommended to progress. Longlisting at General Services Committee took place on 14 June 2022 and eight candidates were progressed to the next stage.
- 3.3 Technical assessments for the candidates were conducted by an external independent expert. Shortlisting by General Services Committee took place on 6 July 2022, from the eight candidates four were selected to progress to the Selection Day. Two candidates subsequently withdrew prior to the Selection Day.
- 3.4 Selection Day took place on 11 July 2022 with the remaining two shortlisted candidates. Selection involved interviews with a stakeholder panel and General Services Committee.
- 3.5 The stakeholder panel consisted of:

1	Gerard McCleave	Assistant Director Economic Growth & Partnerships, Thurrock Council
2	Leigh Nicholson	Assistant Director Planning, Transport & Public Protection, Thurrock Council
3	Ewelina Sorbjan	Assistant Director Housing Management, Thurrock Council
4	Peter Ward	Commercial Director, Port of Tilbury London
5	Lionel Mazithulela	Youth Cabinet
6	Samuel Okwuonu	Youth Cabinet
7	Sarah Hirt	Panel Facilitator and HR Business Partner, Thurrock Council

- 3.6 The General Services Committee consisted of Cllr Gledhill (Chair), Cllr Coxshall, Cllr Huelin, Cllr Johnson and Cllr Massey. Jackie Hinchliffe, Director of HR, OD and Transformation was also in attendance alongside Anthony Lewis, Director at Tile Hill and Mykela Pratt, Strategic Lead HR, Resourcing and Improvement as Panel Facilitator.
- 3.7 After receiving stakeholder panel feedback, General Services Committee panel unanimously agreed to recommend Kevin Munnely is appointed as the permanent Assistant Director Regeneration and Place Delivery.

4. Reasons for Recommendations

- 4.1 To appoint to this senior position to ensure the Council has appropriate senior leadership in place to deliver critical services and ambitions.

5. Consultation

- 5.1 Appointment to this senior management position has been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the candidate be approved by Full Council.

5.2 Cabinet were advised of the recommended Assistant Director appointment and no objections were received.

6. Implications

6.1 Financial

Implications verified by: **Sean Clark**
Corporate Director Resources and Place Delivery

This is a substantive post and is therefore included within the council's core budgets.

6.2 Legal

Implications verified by: **Gina Clarke**
Corporate Governance Lawyer

A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).

Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit.

The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Constitution, set out compulsory provisions relating to the appointment of chief officers and deputy chief officers. An offer of employment as a chief officer or deputy chief officer shall only be made where no well-founded objection from any member of the executive has been received.

In addition, the proposed appointment must be made in accordance with the Council's Pay Policy Statement.

6.3 Diversity and Equality

Implications verified by: **Rebecca Lee**
Team Manager Community Development & Equalities

This appointment is recommended based on the council's recruitment process which is underpinned by the Council's equal opportunity policy.

Report Author:

Mykela Pratt

Strategic Lead HR, Resourcing and Improvement