
APPOINTMENT OF CHIEF EXECUTIVE

Responsible Cabinet Member(s) –Councillor John Williams, Leader
Responsible Director(s) - Paul Wildsmith, Acting Chief Executive

Purpose of Report

1. To approve the recommendation of the Human Resources Committee, in relation to the appointment of a new Chief Executive, following completion of the recruitment and selection process.

Background Information

2. In January of this year the Council commenced the recruitment and selection process for a new Chief Executive following the resignation of the former Chief Executive Barry Keel. The process was designed to comply with the Officer Employment Procedure Rules for the Appointment of Head of Paid Service (Chief Executive) as detailed in the Constitution. SOLACE Enterprises, the consultancy arm of the Society of Local Authority Chief Executives were appointed to assist in the process which included long listing interviews by SOLACE, short listing, an assessment centre and formal interview by the Human Resources Committee.
3. In accordance with the Council's Constitution, the short listing was undertaken by the Leader and Deputy Leader of the Council and the Cabinet Member with the Resource Management portfolio, and the final interviews were carried out by the Human Resources Committee. In addition the process also involved a recruitment and selection briefing for all members involved in the appointment and informal interviews with the Council's key partner organisations. The final stage of the process as detailed in the Constitution requires that the Full Council approve the appointment of the Head of Paid Service (Chief Executive) following the recommendation of such an appointment by the Human Resources Committee.

Information and Analysis

4. Following the long list interviews, four candidates were short listed and interviewed by the Human Resources Committee on Thursday 14th April 2005. The committee have recommended the appointment of Ada Burns, who is currently Director of Neighbourhood Renewal with the London Borough of Greenwich. A conditional offer of employment has been made subject to the appropriate recruitment checks. At this stage a commencement date has not been agreed but it is expected to be within the next 3 months.

Legal Implications

5. This report has been considered by the Borough Solicitor for legal implications in accordance with the Council's approved procedures. There are no issues which the Borough

Solicitor considers need to be brought to the specific attention of Members, other than those highlighted in the report.

Section 17 of the Crime and Disorder Act 1998

6. The contents of this report have been considered in the context of the requirements placed on the Council by Section 17 of the Crime and Disorder Act 1998, namely, the duty on the Council to exercise its functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area. It is not considered that the contents of this report have any such effect.

Council Policy Framework

7. The issues contained within this report are required to be considered by Council.

Conclusion

8. The Human Resources Committee believe that the Council will have an excellent Chief Executive in Ada Burns and that she possesses the skills, experience and personal qualities to take Darlington forward and build upon our existing achievements.

Recommendation

9. Council are requested to approve the recommendation of the Human Resources Committee to appoint Ada Burns as the Council's Chief Executive, subject to the appropriate recruitment checks.

Reasons

10. The recommendations are supported by the following reason :-

to enable a Chief Executive to be appointed.

Paul Wildsmith
Acting Chief Executive

Background Papers

No background papers were referred to in the compilation of this report.

Lesley Blundell
Head of Human Resource Managemnet Extension 2210
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