

CHIEF OFFICER APPOINTMENTS

‘Slotted in’ posts

The following employees are regarded as being ‘slot ins’ within the new structure and it is recommended that Council approve these appointments:-

Current Post Title	New Post Title
Director of Corporate Services	Director of Resources
Director of Children’s Services	Director of People
Borough Solicitor	Assistant Director Resources
Assistant Director – Adult Social Care and Housing	Assistant Director – Adult Social Care and Housing
Assistant Director – Children’s Services	Assistant Director – Childrens, Families and Learning
Head of Human Resource Management	Assistant Director - Human Resource Management

Ring fenced posts

All other Chief Officers involved in the restructuring are ‘ring fenced’ to one or more posts in the new structure. A ‘ring fenced’ recruitment exercise occurs where more than one Darlington Borough Council employee is doing a substantial proportion of the revised post and therefore more than one employee has a claim on the post and is in a potential redundancy situation. There are currently two posts within the new structure which are in a ringfence of one as a result of applications for voluntary redundancy and a reallocation of functions as part of the consultation process.

Details of these posts are given below and it is recommended that as with the ‘slot in’ process detailed above, Council approve these appointments:-

Current Post Title	New Post Title
Assistant Director – Environmental Services	Assistant Director – Community Services
Assistant Director – Finance, ICT Policy & Performance	Assistant Director –Finance

HR Panel Interviews

For the following 5 remaining posts within the new structure there is currently more than one candidate to be considered and therefore the HR Panel will undertake a ‘ring fenced’ appointment process.

Assistant Director, Place, Policy and Regeneration

Assistant Director, Highways, Design and Projects

Assistant Director, Building Services

Assistant Director Development & Commissioning

Assistant Director, Transformation

Prior to finalising the recruitment process a preference exercise will be undertaken which will assist in the appropriate scheduling of interviews. If as a result of the preference exercise or appointment process any changes occur which result in there being a ring fence of one for any of the above posts it is recommended that Council give the Chief Executive delegated authority to approve any such appointment if appropriate, in consultation with the Leader of the Council.