

WEST LINDSEY DISTRICT COUNCIL

MINUTES of a meeting of the Chief Officer Employment Committee held at Hemswell Court Hotel, Hemswell Cliff, Gainsborough on Wednesday 30 April 2014 commencing, at the later than published, 9.15 am.

Present: Councillor Jackie Brockway (Chairman)
Councillor David Cotton (Vice Chairman)

Councillor Alan Caine
Councillor Giles McNeill
Councillor Judy Rainsforth
Councillor Lewis Strange
Councillor Jeff Summers

Apologies: Councillor Reg Shore
Councillor Lesley Rollings
Councillor Tom Regis
Councillor Anne Welburn

Membership: Councillor Lewis Strange substituting for Councillor Tom Regis
Councillor Judy Rainsforth substituting for Councillor Reg Shore

In Attendance:
Manjeet Gill Chief Executive
Jon Houlihan HR Consultant – Gatenby Sanderson
Katie Coughlan Governance and Civic Officer

61 MINUTES

(a) Meeting of the Chief Officer Employment Committee - 15 April 2014

RESOLVED that the Minutes of the meeting of the Chief Officer Employment Committee held on 15 April 2014 be confirmed and signed as a correct record.

62 MEMBERS' DECLARATIONS OF INTEREST

No Declarations of Interest were made.

63 EXCLUSION OF PUBLIC AND PRESS

RESOLVED that under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

64 TO APPOINT A COMMERCIAL DIRECTOR

The Committee welcomed Candidate No.1 to the meeting and invited him to make his presentation based on the brief: -

“West Lindsey Draft Commercial Strategy, what do you think of it, what are the challenges to delivery, what if any omissions do you believe there are, what would you do differently and how would you approach the first 100 days”.

Supplementary questioning from both Officers and Members then followed.

Members then posed the agreed questions to the Candidate and responses were duly received. Supplementary questioning followed.

The Candidate was thanked for his attendance.

The Committee adjourned at 11.05 am and reconvened at 11.30 am.

The Committee welcomed Candidate No.2 to the meeting and invited him to make his presentation based on the same brief as stated above.

Supplementary questioning from both Officers and Members then followed.

Members then posed the agreed questions to the Candidate and responses were duly received. Supplementary questioning followed.

The Candidate was thanked for his attendance.

The Committee adjourned for lunch at 13.05 pm and reconvened at 13.45 pm.

The Committee welcomed Candidate No.3 to the meeting and invited her to make her presentation based on the same brief as stated above.

Supplementary questioning from both Officers and Members then followed.

Members then posed the agreed questions to the Candidate and responses were duly received. Supplementary questioning followed by both Members and Officers

The Candidate was thanked for her attendance.

The Committee adjourned at 15.20 pm and reconvened at 15.45 pm to commence their deliberations.

The Chief Executive took the opportunity to re-clarify the key attributes which were being sought in the role, outlining the roles' key objectives whilst putting these into the context of the changing role of the Council.

Mr Houlihan then addressed the Committee, outlining the exercises each candidate had undertaken during the Assessment Centre the previous day, explaining what each exercise had aimed to tease out and the areas they had been designed to test.

Mr Houlihan went on to further outline how each candidate had performed in each of the tests, advising of any particular strengths, weaknesses or concerns which had been identified.

Before commencing formal deliberations Members were reminded that the following information needed to be taken into consideration in reaching any conclusion: -

- i. Assessment centre and long listing interview assessment.
- ii. Views of the Head of Paid Service.
- iii. Panel presentation and interview.
- iv. Application and CV.

The References which had been sought for all three Candidates was shared with the Committee.

Lengthy and detailed debate ensued and following robust consideration and an extensive process it was: -

RESOLVED that Candidate No. 3 (Ms Penny Sharp) be appointed to the post of Commercial Director, on a salary of circa £80,000 (final salary to be agreed by the Chief Executive in consultation with the Leader of the Council and the Chairman of the Committee), subject to any objections being made by the Policy and Resources Committee, prior to 4.30 pm on the 9 May 2014, in accordance with those requirements set out in Part V Page 64 of the Constitution.

The Committee placed on record their thanks to all Officers, both internally and externally, for the work they had undertaken throughout the process.

The meeting closed at 17.35 pm

Chairman