

EAST HERTS COUNCIL

COUNCIL – 5 MARCH

REPORT BY COUNCILLOR LINDA HAYSEY, LEADER OF THE COUNCIL

APPOINTMENT OF THE CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

WARD(S) AFFECTED: ALL

Purpose/Summary of Report

- To recommend appointment to the role of Chief Executive (Head of Paid Service)

RECOMMENDATIONS FOR COUNCIL: That:

(A)	The preferred candidate be appointed as Chief Executive (Head of Paid Service) at a spot salary of £120,000 (which includes the Head of Paid Service payment of £5,000)
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1.0 Background

1.1 Following the resignation of Liz Watts, Chief Executive, in December 2018, a recruitment process was established to select her replacement. The appointment of the Chief Executive is reserved to Council, with the recommendation being made by the Chief Officer Recruitment Committee.

2.0 Report

2.1 The council selected the East of England Local Government Association as recruitment advisors, and on advice from EELGA, the post was advertised at £120,000 (which is £8,000 above the Council's current pay policy guidance for this post).

Similar posts were being advertised at that salary in other geographically close councils and the advice from EELGA was accepted on the grounds that the council wanted to ensure a strong field of candidates.

- 2.2 The Chief Officer Recruitment Committee met on 28 January, 8 February and 15 February. Minutes of these meetings are included as **Essential Reference Paper C**.
- 2.3 The final assessment centre took place on 14 and 15 February 2019, and included three panel interviews with members and stakeholders, two written exercises (one of which required candidates to brief Executive members), a staff panel interview (including a presentation by the candidates) and a formal panel interview by the Chief Officer Recruitment Committee.
- 2.4 Upon completion of the assessment centre, the Chief Officer Recruitment Committee agreed unanimously to recommend to Council the appointment of Richard Cassidy.
- 2.5 The candidate's CV is set out at Essential Reference Paper B.
- 3.0 Implications/Consultations
- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

Pay Policy Statement 2018/19

<https://www.eastherts.gov.uk/article/35658/Pay-Policy-Statement>

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