

# East Herts Council Report

## Extraordinary Council

**Date of meeting:** Wednesday 20 August 2025

**Report by:** Councillor Ben Crystall, Leader of the Council

**Report title:** Appointment of the Chief Executive (Head of Paid Service)

**Ward(s) affected:** (All Wards);

### Summary

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

### RECOMMENDATION FOR EXTRAORDINARY COUNCIL:

**(A) The preferred candidate be appointed as Chief Executive (Head of paid Service) at a spot salary of £127,706 + £10,000 (Head of Paid Service allowance).**

**N.B. This includes the 2025/26 pay award which has been agreed since the process was started.**

#### 1.0 Background

1.1 Following the resignation of Richard Cassidy in August 2024, it was agreed at Council on 16 October 2024 that Helen Standen be appointed as Interim Chief Executive for a period of between 12 and 18 months in order to keep the 'ship steady'.

1.2 The Chief Officer Recruitment Committee was convened to oversee the completion of a process for the permanent Chief Executive.

#### 2.0 Report

- 2.1 The process was developed and supported by Elly Starling, Strategic Human Resources and Organisational Development Lead, and members of the HR function. The role was advertised through the Municipal Journal, on LinkedIn and on our own recruitment landing page.
- 2.2 The salary advertised was the same spot salary as the previous permanent and acting Chief Executives and has since been adjusted for the 2025/26 annual pay award.
- 2.3 See **Appendices A and B** for details of the process overseen by the Chief Executive Recruitment Committee.
- 2.4 Upon completion of the agreed assessments the committee unanimously **agreed to permanently appoint Helen Standen as Chief Executive** to lead East Herts Council through this vital evolution of local government.

### **3.0 Implications/Consultations**

#### **Community Safety**

No

#### **Data Protection**

No

#### **Equalities**

No

#### **Environmental Sustainability**

No

#### **Financial**

No

#### **Health and Safety**

No

#### **Human Resources**

Yes

A comprehensive selection process was followed for all candidates.

#### **Human Rights**

No

**Legal**

No

**Specific Wards**

No

4.0 Background papers, appendices and other relevant material

4.1 **Appendices A and B** – minutes of meetings of the Chief Executive Recruitment Panel

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