

EMPLOYMENT AND APPOINTMENTS COMMITTEE

Tuesday, 10 October 2017

Present: Councillor AER Jones (Chair)

Councillors P Davies M McLaughlin
G Davies L Rennie
P Gilchrist

Deputies Councillors J Williamson (In place of B Mooney)
T Anderson (In place of J Green)

10 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors J Green and B Mooney.

11 MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST

No declarations of interest were received.

12 ESTABLISHMENT OF CHIEF OFFICER POST - ASSISTANT DIRECTOR: FINANCE INVESTMENT LEAD

A report by the Director of Corporate Resources and Reform (DCRR) reminded the Committee that the Council's revised Chief Officer structure had come into effect on 1 September 2017 and that since that date it had made some key appointments including the Director for Children and the Director for Finance and Investments.

The DCRR informed the committee that during discussions with the incoming Director for Finance and Investments the need to establish a bespoke Investments and Income Team with Corporate Finance to drive the Investment Strategy had been identified. This would enable the Council to take advantage of the commercial opportunities that were available to generate income directly for the Council. This would then contribute to its treasury management and budget for future years.

The DCRR informed the Committee that that there was a gap in existing officer capability to address the emerging need for the Council to have a focus on commercial growth. Such a role was critical to the Council and required a high level of decision-making and judgemental skills in order to build relationships and commercial partnerships.

During the appointments process for the Director for Finance and Investments post it had been highlighted that there were individuals with a track record of delivery in this role and that the Council should consider such an appointment.

The report, therefore, recommended the establishment of a new post of Assistant Director: Finance Investment Lead. The post could be funded from within existing resources in this Service area.

Appended to the report were:

- Appendix One – The Proposed Terms of Reference for the Appointment Panel; and
- Appendix Two – The Job Profile: Assistant Director – Finance Investment Lead.

Members considered the report and its appendices in detail and asked relevant questions which were answered appropriately by the Director of Corporate Resources and Reform and the Assistant Director: Human Resources and Organisational Development.

Consequently, it was noted that the proposed new post could be funded from two existing vacant posts that would be deleted and that this would result in a small saving overall. One of the posts being deleted was that of an administrative officer but as the post had been vacant for some time, this was considered proof that the Council was able to manage without it.

Also, it was pointed out that the person specification for the new post made no mention of business experience which Members considered would be very desirable for the successful candidate to have.

A Member proposed that the Council should give consideration to where the post would be advertised, in the light of the skills it required the applicants to have.

It was noted that in terms of professional qualifications and memberships of professional bodies, the new appointment would not be limited to the Chartered Institute of Public Finance and Accountancy (CIPFA).

RESOLVED: That

- (1) the proposal to establish a new Chief Officer post of Assistant Director: Finance Investment Lead, reporting to the Director for Finance and Investments be approved;**

- (2) the person specification for the post of Assistant Director: Finance Investment Lead be revised in the light of Members' comments e.g. business experience;**
- (3) a politically proportionate Appointments Panel be established, in accordance with the terms of reference set out in Appendix One to the report;**
- (4) the post of Assistant Director: Finance Investment Lead be advertised both internally and externally (having first considered where the best places to advertise are) at an Assistant Director 2 salary of £68,690 - £76,323, as soon as possible after this meeting; and**
- (5) the Assistant Director: Human Resources and Organisational Development be authorised to undertake all requisite arrangements necessary for the new appointment to be made.**