

10.00am, Thursday 28 May 2015

## Succession Planning – Chief Executive - Recruitment

Item number 8.1

Report number

Executive/routine

Wards

### Executive summary

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This report refers the recommendation of the Recruitment Committee for the appointment to the post of Chief Executive to Council for approval.

### Links

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Coalition pledges

Council outcomes

Single Outcome Agreement

## Succession Planning – Chief Executive - Recruitment

### Recommendations

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- 1.1 That Council approve the Recruitment Committee's recommendation for appointment to the post of Chief Executive subject to any necessary pre-employment checks.

### Background

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- 2.1 Council noted on 12 March 2015 a report from the Chief Executive which provided details on the process and the indicative timescales for the search and appointment of a successor Chief Executive. Council agreed that a further report be submitted to the Corporate Policy and Strategy Committee on 24 March. The Corporate Policy and Strategy Committee agreed a timetable for recruitment, that the composition of the Recruitment Committee would be agreed with Group Leaders and that the final appointment would be ratified by the Council on 28 May 2015.

### Main report

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- 3.1 Group Leaders agreed that the Recruitment Committee would comprise of Councillors Burns, Child, Howat, Rankin, Rose, Burgess and Edie.
- 3.2 The Recruitment Committee shortlisted applications on Tuesday 21 April. Those shortlisted were invited to attend an Assessment Centre and Recruitment Committee Interview. These were held on Thursday 14<sup>th</sup> and Friday 15<sup>th</sup> May 2015.
- 3.3 The Recruitment Committee agreed to recommend that the Council appoint Andrew Kerr to the post of Chief Executive.

### Measures of success

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- 4.1 That a successor Chief Executive is appointed within the timescale agreed by the Council and the Corporate Policy and Strategy Committee.

## Financial impact

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- 5.1 As noted in the Report agreed by Corporate Policy and Strategy Committee on 24 March 2015, Aspen People have been competitively procured for Chief Officer recruitment.

## Risk, policy, compliance and governance impact

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- 6.1 The appointment process complies with the Council's policies.

## Equalities impact

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- 7.1 The appointment process complies with relevant equalities legislation.

## Sustainability impact

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- 8.1 There is no direct sustainability issue arising from this report.

## Consultation and engagement

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- 9.1 The Recruitment Committee is described at paragraph 3.1 above.
- 9.2 The Recruitment process was agreed with political Group Leaders and was set out in the Report agreed by Corporate Policy and Strategy Committee on 24 March 2015.
- 9.3 The recruitment process has been conducted openly and transparently.

## Background reading/external references

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Succession Planning – Chief Executive, Report to Council, [12 March 2015](#)

[Succession Planning – Chief Executive](#) – Recruitment; report by the Chief Executive to the Corporate Policy and Strategy Committee

### **Sue Bruce**

Chief Executive

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## Links

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**Coalition pledges**

**Council outcomes**

