

10am, Thursday, 20 August 2015

## Appointment of Executive Director of Place

Item number	8.2
Report number	
Executive/routine	
Wards	All

### Executive summary

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

### Links

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Coalition pledges  
Council outcomes  
Single Outcome Agreement

## Appointment of Executive Director of Place

### Recommendations

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- 1.1 That Council appoint Paul Lawrence to the post of Executive Director – Place, subject to any necessary pre-employment checks.

### Background

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- 2.1 Following the commencement of the Transformation Programme, Aspen People were engaged to source suitable applicants for the role of Executive Director – Place. External online advertising and social media recruiting methods were used to source applicants, as well as more traditional headhunting methods.

### Main report

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- 3.1 The composition of the Recruitment Committee for the Executive Director - Place was Councillors Burns, Aldridge, Burgess, Hinds, Howat, Rankin and Rose.
- 3.2 The Recruitment Committee shortlisted applications on Monday 10 August 2015. Those shortlisted were invited to attend Recruitment Committee interviews which were held on Monday 17 and Tuesday 18 August 2015.
- 3.3 The Recruitment Committee agreed to recommend that the Council appoint Paul Lawrence to the post of Executive Director – Place.

### Measures of success

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- 4.1 That an individual is appointed to undertake the role of Executive Director – Place.

### Financial impact

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- 5.1 As noted in the report agreed by the Corporate Policy and Strategy 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 Council's recruitment and selection policy for the recruitment of Chief Officers has been followed.

## 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 impact as a result of this report.

## Consultation and engagement

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9.1 The Recruitment Committee has been conducted in an open and transparent manner.

## Background reading/external references

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[Succession Planning - Chief Executive - Recruitment - report to Corporate Policy and Strategy Committee 24 March 2015](#)

Minutes of the Recruitment Committees of 10, 17 and 18 August 2015.

### **Andrew Kerr**

Chief Executive

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## Links

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**Coalition pledges**

**Council outcomes**

**Single Outcome**

**Agreement**

**Appendices**