

10.00am, Thursday, 24 November 2016

Chief Officer Appointments

Item number 8.5
Report number
Executive/routine
Wards

Executive Summary

This report asks Council to approve the recommendations of the Recruitment Committee and appoint to the following roles:

- Head of Strategy and Insight;
- Head of Communication Services;
- Head of Information Technology;
- Head of Legal and Risk; and
- Head of Property and Facilities Management.

Council is asked to note that the Head of Customer Services role will be dealt with in a separate report on the B agenda.

Links

Coalition Pledges
Council Priorities
Single Outcome Agreement

Chief Officer Appointments

1. Recommendations

- 1.1 That subject to the appropriate pre-employment checks Council appoint:
- Laurence Rockey as Head of Strategy and Insight;
 - Simon Higgins as Head of Communication Services;
 - Bruce Strang as Head of Information Technology;
 - Nick Smith as Head of Legal and Risk; and
 - Peter Watton as Head of Property and Facilities Management.
- 1.2 Note that the Head of Customer Services role will be dealt with in a separate report on the B agenda.

2. Background

- 2.1 The Council is working through a period of significant transformational change which is re-shaping how services are delivered and address the significant current financial challenges. As part of the transformation process a number of permanent Chief Officer level vacancies have arisen.
- 2.2 In July 2016, FWB Park Brown Limited were engaged to support the Council in identifying a strong field of candidates with the right levels of skills, experience and attributes for all vacant Chief Officer roles which included the following:
- Head of Strategy and Insight;
 - Head of Communication Services;
 - Head of Information Technology;
 - Head of Legal and Risk;
 - Head of Head of Customer Services; and
 - Head of Property and Facilities Management
- 2.3 External online advertising and social media recruiting methods were used to source candidates, as well as more traditional search methods.

3. Main report

- 3.1 The initial composition of the Recruitment Committee for the six roles detailed in paragraph 2.2 was Councillors Aldridge, Burgess, Burns, Cook, Rankin, Rose and Ross.
- 3.2 The Recruitment Committee shortlisted applications on Thursday 6 October 2016 and those shortlisted were invited to attend a Recruitment Committee assessment centre held on Monday 31 October, Tuesday 1 November and Wednesday 2 November 2016.
- 3.3 Following the assessment centres the Recruitment Committee met on 7 November 2016 and agreed to recommend the following candidates:
- Laurence Rockey as Head of Strategy and Insight;
Simon Higgins as Head of Communication Services;
Bruce Strang as Head of Information Technology;
Nick Smith as Head of Legal and Risk; and
Peter Watton as Head of Property and Facilities Management.
- 3.4 The Head of Customer Services role will be dealt with in a separate report to Council.
- 3.5 Councillor Aldridge was unable to attend the assessment centres and in line with the Council's recruitment and selection policy for the recruitment of Chief Officers he did not attend the Recruitment Committee meeting on 7 November 2016.

4. Measures of success

- 4.1 That individuals with the right levels of skills, experience and attributes are appointed to undertake the six roles detailed in paragraph 2.2.

5. Financial impact

- 5.1 The five roles are currently within the Council's Chief Officer structure and the costs will therefore be contained within current budgets.
- 5.2 The use of FWB Park Brown Limited was in with line the procurement exercise approved by the Chief Executive in June 2016.

6. Risk, policy, compliance and governance impact

- 6.1 The Council's recruitment and selection policy for the recruitment of Chief Officers has been followed.

7. Equalities impact

7.1 The appointment process complies with relevant equalities legislation.

8. Sustainability impact

8.1 There is no direct sustainability impact as a result of this report.

9. Consultation and engagement

9.1 The recruitment process has been conducted in an open and transparent manner.

10. Background reading/external references

10.1 [Recruitment and Selection Procedure – Senior Officers, Report to Corporate Policy and Strategy Committee, 6 September 2016](#)

Andrew Kerr

Chief Executive

Contact: Katy Miller, Head of Human Resources

E-mail: katy.miller@edinburgh.gov.uk | Tel: 0131 469 5522

11. Links

Coalition Pledges

Council Priorities

Single Outcome

Agreement

Appendices