

10.00am, Thursday, 16 March 2017

## Chief Officer Appointments - Executive Directors: Resources and Communities & Families

Item number 8.1(a)

Report number

Executive/routine

Wards

### Executive Summary

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

Executive Director of Resources; and

Executive Director of Communities and Families.

### Links

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Coalition Pledges

Council Priorities

Single Outcome Agreement

## Chief Officer Appointments - Executive Directors: Resources and Communities & Families

### 1. Recommendations

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- 1.1 That subject to the appropriate pre-employment checks Council appoint:
- Stephen Moir, as Executive Director of Resources; and
  - Alistair Gaw, as Executive Director of Communities and Families.

### 2. Background

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- 2.1 In line with the current framework arrangement, FWB Park Brown Limited were engaged to support the Council in identifying a strong field of candidates with the right level of skills, experience and attributes for the role of Executive Director of Resources and Executive Director of Communities and Families.
- 2.2 As well as traditional search methods, FWB Park Brown Limited used external online advertising and social media to source candidates.

### 3. Main report

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- 3.1 The composition of the Recruitment Committee was Councillors, Burgess, Burns, Day, Rankin, Rose and Ross.
- 3.2 The Recruitment Committee shortlisted applications on Tuesday, 21 February 2017 and those shortlisted were invited to attend a Recruitment Committee assessment centre held on Thursday, 2 March 2017.
- 3.3 Following the assessment centre the Recruitment Committee met on 10 March 2017 and agreed to recommend the following candidates:
- Stephen Moir as Executive Director of Resources; and
  - Alistair Gaw as Executive Director of Communities and Families.

#### **4. Measures of success**

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- 4.1 That individuals with the right levels of skills, experience and attributes are appointed to undertake role of Executive Director of Resources and Executive Director of Communities and Families.

#### **5. Financial impact**

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- 5.1 The 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**

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

#### **7. Equalities impact**

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- 7.1 The appointment process complies with relevant equalities legislation.

#### **8. Sustainability impact**

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

#### **9. Consultation and engagement**

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

#### **10. Background reading/external references**

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

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Chief Executive

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## 11. Links

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**Coalition Pledges**

**Council Priorities**

**Single Outcome  
Agreement**

**Appendices**