

10.00am, Thursday, 16 March 2017

Chief Officer Appointments: Place Directorate

Item number 8.1(b)
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 Place Development; and
- Head of Place Management.

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Chief Officer Appointments: Place Directorate

1. Recommendations

- 1.1 That subject to the appropriate pre-employment checks Council appoint:
- Michael Thain, as Head of Place Development; and
 - Gareth Barwell, as Head of Place Management.

2. Background

- 2.1 Following approval to change the Chief Officer structure within the Place Directorate at the Corporate Policy and Strategy Committee on 8 November 2016, 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 two roles, Head of Place Development and Head of Place Management.
- 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

- 3.1 The composition of the Recruitment Committee was Councillors, Burgess, Burns, Hinds, Mowat, Rankin, 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 Wednesday, 1 March 2017.
- 3.3 Following the assessment centre the Recruitment Committee met on 10 March 2017 and agreed to recommend the following candidates:
- Michael Thain, as Head of Place Development; and
 - Gareth Barwell, as Head of Place Management.

4. Measures of success

- 4.1 That individuals with the right levels of skills, experience and attributes are appointed to undertake role of Head of Place Development and Head of Place Management.

5. Financial impact

- 5.1 The costs of appointment will 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](#)
- 10.2 [Place Directorate – Proposed Changes to Chief Officer Structure, Report to Corporate policy and Strategy Committee, 8 November 2016](#)

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11. Links

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Appendices