

10.00am, Thursday, 3 May 2018

Chief Officer Appointments – Communities and Families

Item number	8.3
Report number	
Executive/routine	
Wards	
Council Commitments	

Executive Summary

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

Head of Children's Services; and

Chief Social Work Officer/ Head of Safer and Stronger Communities.

The report also asks Council to note the decision not to recruit permanently to the Head of Operational Support but maintain the interim arrangements currently in place.

Chief Officer Appointments – Communities and Families

1. Recommendations

- 1.1 That subject to the appropriate pre-employment checks Council appoint:
 - Bernadette Oxley, as Head of Children’s Services; and
 - Jackie Irvine, as Chief Social Work Officer/ Head of Safer and Stronger Communities.
- 1.2 That Council notes the decision not to recruit permanently to the Head of Operational Support but maintain the interim arrangements currently in place until the new appointees are in post.

2. Background

- 2.1 Within Communities and Families, the Head of Children’s Services and Head of Operational Support roles are currently filled on an interim basis.
- 2.2 The current Chief Social Work Officer/ Head of Safer and Stronger Communities is due to retire in May 2018 and this role will now report to the Executive Director of Communities and Families.
- 2.3 The recruitment committee agreed to recruit to permanently recruit to the Head of Children’s Services and the Chief Social Work Officer/ Head of Safer and Stronger Communities.
- 2.4 Online advertising and social media was used to source suitable candidates for both roles and both roles were recruited to in accordance with the Council’s chief officer recruitment and selection procedure.
- 2.5 The Head of Operational Support will continue to be filled on an interim basis whilst the Executive Director of Communities and Families reviews the remit of the role and it is expect that the Communities and Families management team will all be in post by August 2018.

3. Main report

- 3.1 The composition of the recruitment committee was Councillors, Mary Campbell, Day, Dickie, Laidlaw, Perry, Rankin, and Neil Ross.

- 3.2 The recruitment committee shortlisted applications on Wednesday 28 March 2018 and those shortlisted were invited to attend a recruitment committee assessment centre held on Tuesday, 24 April 2018.
- 3.3 Following the assessment centre, the recruitment committee met on 30 April 2018 and agreed to recommend the following candidates:
- Bernadette Oxley, as Head of Children’s Services; and
 - Jackie Irvine, as Chief Social Work Officer/ Head of Safer and Stronger Communities.

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 Children’s Services and Chief Social Work Officer/ Head of Safer and Stronger Communities

5. Financial impact

- 5.1 The roles are currently within the Council’s Chief Officer structure and the costs will therefore be contained within current budgets.

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](#)

Alistair Gaw

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11. Appendices
