

HAVERING AND NEWHAM SHARED BACK OFFICE SUPPORT SERVICE

JOINT COMMITTEE

13 February 2015

Subject heading:

Appointment of Managing Director - oneSource

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Financial summary:

Salary costs budgeted for. Additional cost of up to £25,000 associated with the recruitment campaign which will be contained within the salaries budget

Is this a Key Decision?

No

SUMMARY

This report updates the Joint Committee with regard to the recruitment and selection process for the Managing Director of oneSource.

RECOMMENDATIONS

The Joint Committee is asked to:

- Note the process for recruitment and selection and the indicative timeline associated with this

REPORT DETAIL

Introduction

The Managing Director of oneSource is a 1st tier post and reports to the Chief Executive of the Authority of which the post holder is an employee. Discussions are currently underway regarding which council will employ the new Managing Director.

This post falls within the purview of the JNC for Chief Officers. The appointment of Chief Officers and Deputy Chief Officers are ordinarily made by a member appointments committee. For the purposes of oneSource, the Managing Director and direct reports to that post are deemed to be Chief Officers.

The oneSource partnership agreement states that appointments will be made by the appointing authority following consultation with the Joint Committee, who will be responsible for recommending the final candidate(s) to the relevant member appointments committee. For the purposes of the Managing Director post, candidates shall be interviewed by the Joint Committee and it's preferred candidate shall be recommended to the employing Council to appoint following its own procedural rules.

Recruitment process

An external consultancy will be engaged, via a mini competition off an existing framework agreement. They have the experience, expertise and networks to search and contact potential recruits to ensure we reach a wide market of suitably qualified candidates. There is a cost associated with the use of an external company, which is likely to be in the region of £25,000.

Once a company is appointed to undertake this exercise, they will work closely with both Chief Executives and Human Resources to develop a campaign to source suitable candidates for the role and agree the selection process to be undertaken. This will culminate in a panel interview by the Joint Committee and a recommendation for appointment by the employing council.

Indicative Timescale

Taking into account the need to contract a company to undertake the campaign on behalf of oneSource and both councils, the time necessary to advertise the post and search for suitable candidates and the selection process itself, it is likely to take in the region of 3-4 months for this phase of the process. Once a candidate is appointed, they are likely to be on a notice period of up to 3 months. With this in mind, and once the process commences, it will be up to 6-7 months before a new Managing Director takes up their role.

REASONS AND OPTIONS

This report is presented to the Joint Committee to provide an update on the recruitment and selection process and indicative timescale associated with this.

The current interim arrangements for the Managing Director role were agreed as a six month secondment. By proceeding now with the recruitment any delay in confirming a new permanent Managing Director will be minimised. Consideration has been given to managing the recruitment process in-house, however, the team does not have the networks or relationships with a wide range of potential candidates and other employers and would rely on a normal advertisement to attract candidates. For posts at this level, and in particular for oneSource's unique circumstances, a company experienced in this type of appointment would give oneSource the best chance of securing high calibre candidates.

IMPLICATIONS AND RISKS

Financial implications and risks:

Cost of recruitment campaign, which will be in the region of £25,000 and will be on-call off from a framework.

Legal implications and risks:

None

Human Resources implications and risks:

Human Resources will manage the process, in consultation with the Chief Executives of both councils

Equalities implications and risks:

Equalities matters will be taken into consideration throughout the recruitment and selection process.

BACKGROUND PAPERS

None