



Havering
LONDON BOROUGH

APPOINTMENTS SUB-COMMITTEE

28 MAY 2021

Subject Heading:

Appointment to the post of Assistant Director - Children's Social Care

SLT Lead:

Robert South – Director of Children's Services

Report Author and contact details:

Ian Elliott, Head of Children's Innovation and Improvement x2606

Policy context:

The Councils Constitution sets out in Part 3: Responsibility for Functions, Section 1.2: Functions delegated to general council committees, that the Appointments Sub-Committee will appoint senior officers i.e. Director, Assistant Director and Head of Service (where reporting directly to the Director).

Financial summary:

There are no financial implications arising from this report save for the salary costs associated with the appointment which have been budgeted for.

The subject matter of this report deals with the following Council Objectives

Communities making Havering
Places making Havering
Opportunities making Havering
Connections making Havering

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SUMMARY

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Responsibility for the permanent appointment of senior officers that fall under the JNC for Chief Officers' terms and conditions of employment (i.e. Directors, Assistant Directors and Heads of Service) is delegated to the Appointment Sub-Committee under the Councils Constitution – Part 3 – Responsibility for Functions, Section 1.2 – Function delegated to general council committee.

RECOMMENDATIONS

Members assess the candidates shortlisted for the Assistant Director - Children's Social Care post and determine the best candidate for the role.

REPORT DETAIL

In March 2021, the Director of Children's Services commenced the recruitment process for the post of Assistant Director - Children's Social Care. Following a "Direct Award" process, Gatenby Sanderson were commissioned to provide an advertising and recruitment handling service which included their Executive Search option. An advert was placed through the following on-line sites: Community Care; Children & Young People Now; LinkedIn; Gatenby Sanderson's own website; and the Council's website.

A copy of the Job Profile is attached at Appendix A.

At the closing date (Sunday 18th April 2021) Gatenby Sanderson reported the following activity:

London Borough of Havering – Assistant Director - Children's Social Care	
Number of applications received	15
Additional candidates who had indicated that they may be interested in applying for the role	2
Number of contacts who had said that they are not interested in applying	16
Total number of candidates and sources identified	90
Number of candidates and sources approached	87

A longlist sift by GatenbySanderson assessed the 15 applicants as falling into the following categories:

- 8 'A' rated Recommended candidates
- 6 'B' rated Marginal candidate

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- 1 'C' rated Not Recommended candidates

The eight 'A' rated candidates were invited to a technical interview with a Gatenby Sanderson consultant and a technical assessor, Andrew Bunyan. Andrew Bunyan was also the technical assessor used for the recent appointment of the Director of Children's Services. The candidates were assessed as falling into the following categories:

- 4 "A" rated Recommended candidates
- 4 "C" rated Not Recommended candidates

Following a review of the Recommended candidates by the Director of Children's Services, using the technical assessment provided by the Gatenby Sanderson consultant and a technical assessor, four "A" rated candidates were shortlisted to attend a 30 minute meeting with each of the following:

- Children in Care/ Young people stakeholder panel
- Children & Learning Overview & Scrutiny Sub-Committee stakeholder panel
- Meeting with the Director of Children's Services.

All four shortlisted candidates were required to complete a set of psychometric tests.

Following the above panels and meetings a further shortlisting discussion on the four "A" rated candidates took place and, based on feedback from the stakeholder panels three have been invited to formal interview with members of the Appointment Sub-Committee on the 28th May 2021.

The results of the psychometric tests are set out in the Candidate Information Pack at Appendix B. A Summary Feedback Form from each of the stakeholder panels is attached at Appendices C. These appendices will be exempt as they contain candidates' personal information.

At the formal interview on 28th May 2021, each candidate will be asked to deliver a 10 minute presentation on the following topic (which has been provided to candidates in advance):

From the background reading you have done, what would be your aspirations and ambitions for Children's Services at Havering?

Following the presentation there will be 5 minutes for questions following on from the presentation and then a 60-minute formal interview.

The Candidate Information Pack attached as Appendix B (exempt as this contains candidates' personal information) provides members with Gatenby Sanderson's details on each candidate along with their initial application/CV.

IMPLICATIONS AND RISKS

Financial implications and risks: There are no financial implications or risks arising directly save for the salary costs which have been budgeted for.

Legal implications and risks: There are no legal implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Council's policies and procedures.

Human Resources implications and risks: There are no HR implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Council's policies and procedures.

Equalities implications and risks: There are no equalities implications or risks arising directly. The recruitment and selection process has been managed in accordance with the Council's policies and procedures.

