

Report for: Appointments Panel – 06 July 2026

Title: Appointment to the post of Director of Housing

Report authorised by: Sara Sutton, Corporate Director for Adults, Housing and Health

Lead Officer: Sunny Rana, Recruitment Business Manager,
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Ward(s) affected: All

Report for: Non-Key Decision

1. Describe the issue under consideration

- 1.1. The recruitment and selection campaign for Director of Housing, began in March 2026 with a closing date of 24th May 2026. 33 candidates applied for the role and 9 were longlisted to be taken through to the technical assessment interview stage of the process, however 1 candidate withdrew their candidacy for personal reasons prior to this stage. Following on from the technical assessments there were 4 candidate recommendations, 1 marginal candidate and 3 candidates that are not recommended that were put forward and presented to members for shortlisting on Thursday 18th June 2026. Following the members review of the candidates presented, the 4 recommended candidates were selected to take part in the final stages of the process, which will include a stakeholder assessment day and informal conversations with the Chief Executive and Corporate Director for Adults, Housing and Health on 1st July and the final member panel interviews on the 6th July. The stakeholder assessment day includes a residents panel and a peer panel respectively.
- 1.2. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution applicable at the time of advertisement, the Appointments Panel is required to discharge the Council's functions in respect of the appointment of a suitable candidate to the post the Director of Finance.

2. Cabinet Member Introduction

- 2.1. Not applicable.

3. Recommendations

- 3.1. To consider the recommendations of the Member Panel and appoint a suitable candidate to the post of Director of Housing subject to the objections process of the Cabinet whereby the Appointments Panel may only make the offer of appointment of the Director of Housing when:

- (a) no objection has been made by any member of the Cabinet, or
- (b) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.

- 3.2. Subject to (3.1) above, to agree that the appointment of the candidate to the post of Director of Housing be on the salary that is proposed to the Appointments Panel by the Member Panel. This will be HB2 in the range of £139,017 - £161,397 as set out in the Council's Pay Policy Statement.
- 3.3. Subject to (3.1) above, any appointment made will take effect when the appointed candidate accepts in writing the contract of employment offered to him/her by the Council.
- 3.4. To agree that, if the successful candidate decides not to accept the role for any reason and there is an alternative appointable candidate recommended by the Member Panel, that this candidate is appointed to the role subject to (3.1), (3.2), and (3.3) above.

4. Reason for decision

- 4.1. To fill a senior post in the Council's organisation structure which is responsible for leading the delivery of services within the accountabilities of the role.

5. Alternative options considered

- 5.1. To fill this role on a temporary basis. However, this would not have been as cost effective nor offer the service the stability of a permanent appointment.

6. Background information

- 6.1. The recruitment and selection process for the Director of Housing as follows:
 - (a) In March 2026, the Council utilised Tile Hill as their agency recruiting partner to undertake a campaign of advertising for the post of Director of Housing. The advert had a closing date of 24th May. 33 candidates applied for the role and 9 were longlisted to be taken through to the technical interview stage of the process, however 1 candidate withdrew their candidacy prior to the technical assessment. A total of 8 candidates were presented to the members for shortlisting.
 - (b) Following the review of the longlist on Thursday 18th June, the members selected 4 candidates to take through to the to take through to the next stages the process which will include a Stakeholder Assessment day, consisting of a Residents Panel and a Peer Panel and separate informal conversations with Andy Donald, Chief Executive and Sara Sutton, Corporate Director for Adults, Housing and Health Culture, all of which will take place on 1st July 2026
 - I. Separate Informal conversations with Andy Donald, Chief Executive and Sara Sutton, Corporate Director for Adults, Housing and Health on Wednesday 1st July 2026.
 - II. Candidate stakeholder assessment day on Wednesday 1st July 2026 (Residents and Peer Stakeholder Panels)
 - III. The final interviews will be with the Member Panel: The Leader, Cllr Mark Blake, Cllr Micheal Brooks, Cllr Tammy Hymas, Cllr Ibrahim Ali and Cllr Luke Crawley Harrison and will take place on the 6th July 2026.

- IV. The post of Director of Housing has a proposed salary which is within a pay range of £139,017 - £161,397 and is recognised as a HB2 role within the Council's Senior Leadership pay bands.
- V. In accordance with the Council's Pay Policy Statement, if the appointee salary will be in excess of £100,000 per annum, it has to be agreed by the Appointments Panel

6.2. The recommendation that the appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her/ they by the Council is intended to ensure that the appointed candidate signs up to the contract of employment which the Council offers him / her/ they.

7. Contribution to strategic outcomes

7.1. The post of Director of Housing a key role and part of the strategic leadership of the Council, responsible for the delivery of Council priorities and the Borough Plan.

8. Statutory Officers' comments

Finance (including Procurement)

8.1. The cost of the post Director of Housing within the range set out above, can be met from the approved budget for this post.

Head of Legal & Governance (Monitoring Officer)

8.2. A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).

8.3. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 ("the 2001 Regulations") and Part 4 Section K of the Council's Constitution, any proposed appointment to the post referred to in this report will be required to be appointed by this Committee. In addition, the 2001 Regulations state that where a committee or a sub-committee of the council is discharging the function of appointment on behalf of the authority, at least one member of the cabinet must be a member of that committee or sub-committee.

8.4. The offer of appointment of the Director of Housing shall only be made where:

- (i) no objection has been made by any member of the Cabinet, or
- (ii) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.

8.5. In accordance with the Council's Pay Policy Statement and Part 3 Section B of the Constitution, where it is proposed to appoint an officer and the proposed salary is £100,000 per annum or more, the Appointments Panel must consider and approve the proposed salary.

8.6. Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit.

9. Use of Appendices

9.1. None

10. Local Government (Access to Information) Act 1985

10.1. Not applicable.