REPORT OF THE APPOINTMENTS PANEL
No. 01/2026/27

EXTRAORDINARY FULL COUNCIL: 1 December 2026

Chair: Councillor Mark Blake

1.APPOINTMENT OF THE INTERIM CHIEF EXECUTIVE

1.1 The incumbent will be leaving the Council in early 2027. It is desirable that a new postholder is appointed before that in order to allow for a reasonable period of handover, and for the incumbent to provide assistance and support to the new postholder.

1.2 This is an interim appointment for a period of c.9 months and a full recruitment exercise for a new permanent postholder is expected to take place in 2027.

1.3 An expression of interest exercise in this interim position was undertaken from amongst the existing Corporate Director cohort. All Corporate Directors responded (one way or the other).

1.4 Subsequently, on 13th Of November, we received a report from the Chief People Officer, on the appointment to the position of interim Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer as outlined above. The interview was conducted by the Members of the Appointments Panel Councillors: Blake, Barnes, Beckford, Brookes and Johnson

1.5 We unanimously agreed to recommend to Full Council the appointment of Jess Crowe to the post of interim Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer. This is in accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 and Part 4 Section K of the Council's Constitution, which states that the Appointments Panel is required to recommend that Full Council approve the appointment to the post of Interim Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer following the recommendation of the Member Panel.

1.6 We unanimously agreed that subject to the above (1.5), the appointment of Jess Crowe to the post of interim Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer be on the Chief Executive's salary range as agreed by Council in the Pay Policy Statement (which is in the range £215,235 to £243,360) at £215,235. (HA2 point 1)

1.7 Subject to (1.6) above, any appointment made will take effect when the appointed candidate accepts in writing the contract of employment offered to him/her/ they by the Council.

1.8 The Officer Employment Procedure Rules and regulations above provide that the Council may appoint provided no objections have been received from any member of the Cabinet. No such objection has been received.

2.WE RECOMMEND

That Full Council approve the appointment of Jess Crowe to the to the post of interim Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer at a salary £215,235 (HA2 point 1) as outlined above.