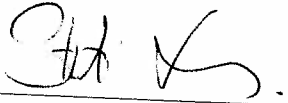


Haringey Council

Report for:	Corporate Committee	Item Number:	
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Title:	Appointment to AD Finance and Head of Legal Services
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Report Authorised by:	
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Lead Officer:	Stuart Young
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Ward(s) affected:	Report for Key/Non Key Decisions:
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1. Describe the issue under consideration

This report proposes a process for the appointment to two posts: Assistant Director of Finance and Head of Legal Services.

2. Recommendations

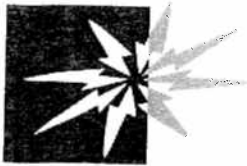
Members are asked to agree the recruitment process for each of the two posts.

3. Background information

Two posts have been vacant and covered by staff acting up to cover the responsibilities of the posts; Legal since April 2011 and Finance since July 2010.

Across the Council a recruitment control process has been in operation for the past year. Any vacancies are assessed and a decision taken about whether they are required to be filled. Any resultant advertisement is carried out amongst the existing workforce. If that proves unsuccessful further authorisation is sought to advertise externally.

It is proposed to apply the same approach to the two vacant posts –that is to include them on the internal jobs vacancy list and therefore invite applications from current Council staff. A longlist of applicants would be drawn up and a Member



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appointment process would then follow in the usual way. Should the internal advert prove unsuccessful in attracting applicants or should an appointment not be possible, an external recruitment exercise would then be undertaken – again as a standard Member appointment.

In reaching the decision to proceed on the basis proposed, Members are asked to weigh the costs of external recruitment with the restrictions that an internal recruitment might bring. Typical recruitment costs for a senior post are in the order of £25K per job. The process takes approximately 4-6 months to realise a new appointee, dependent on notice periods. Both jobs are likely to attract applications from within the Council, even if advertised externally. So there is a logic to a two-staged process where Members assess interest from within the Council first, and then if this proves insufficient to enable an appointment to proceed, then test the external market.

Members are asked also to take into account that the Council is under represented in its representation from BME communities amongst the top tiers. Any appointment made will be based on the merit and will be open to any employee of the Council to apply.

It is suggested that Members consider each job on its merits, simply because there may be occasions in the future when Member wish to externally advertise.

4. Comments of the Chief Finance Officer and financial implications

There are no financial implications arising from the proposals in this report. Both posts are currently funded.

5. Head of Legal Services and legal implications

There are no legal implications arising from this report. The Council is required to make appointment on merit and in accordance with part 4 section K4 of the Constitution. The proposals in this report accord with the Council Constitution.

6. Local Government (Access to Information) Act 1985