

Report for: Staffing & Remuneration Committee-18th May 2017

Item numbers:

Title: Assistant Director-Economic Development and Growth

Report authorised by : Lyn Garner-Strategic Director of Regeneration, Planning and Development lyn.garner@haringey.gov.uk 0208 489 4523

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Ward(s) affected: All

Report for Key/ Non Key Decision
Non Key Decision:



1. Describe the issue under consideration

a. In late 2016 the decision was taken to restructure the Senior Level roles in Regeneration, Planning and Development. The key rationale for this was to:

- Facilitate change necessary for the HDV to be successfully implemented
- Build more consolidated capacity around regeneration projects in the borough to aid delivery
- Ensure that sustainable growth, inward investment and economic development remain front and centre of council focus

b. Consultation with Unions has concluded and the recruitment and selection process has commenced.

c. AD-Economic Development and Growth

The post was then advertised internally to allow for a competitive recruitment pool, and interviews scheduled for 17/18 May 2017.

d. To note: The post is classed as Chief Officers under the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and therefore, in accordance with Part 3 Section B of the Council's Constitution and the Standing Orders Regulations any proposed appointment to this post will require the approval of this Committee.

e. The Staffing and Remuneration Committee will be asked to approve the recommendation of the Interview Panel by appointing the candidate

recommended by the interview panel on the salary that will be proposed to the Committee as outlined below.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

- a. That this Committee appoint the candidate recommended by the interview panel to the post of Assistant Director-Economic Development and Growth on the salary proposed to the Committee which will be in the range of £94,800 to £110,200.
- b. That this appointment will take effect if and when the appointed candidate accepts in writing the contract of employment offered to him / her by the Council.

4. Reason for decision

- a. 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

- a. To fill this role on a temporary basis. However, this would not be as cost effective or offer the service the stability of a permanent appointment.

6. Background information

- a. The recruitment and selection process for the Assistant Director- Economic Development and Growth has been as follows:
 - i. Expressions of interest were submitted and application forms have been completed. Prospective appointees were invited to an interview as shortlisting of application forms has been completed. This then proceeded to first interview stage.
 - ii. The first round of interviews were conducted by Lyn Garner, Dan Hawthorn and Zina Etheridge. This stage tested **the candidates'** technical abilities and leadership qualities.
 - iii. The candidates short-listed following the first technical interview were then interviewed by a Member Panel. The panel was composed of Cllr Demirci and Cllr Ross
The Interview Panel may propose salaries within a pay range of £94,800 -£110,200 and recognise The Assistant Director-Economic Development and Growth as a HB1A role within the Council's Senior Leadership pay bands.

- iv. **In accordance with the Council's Pay Policy Statement**, if the appointee salary will be in excess of £100,00 per annum, it has to be agreed by the Staffing and Remuneration Committee.
- b. 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 by the Council is intended to ensure that the appointed candidate signs up to the contract of employment which the Council offers him / her.

7. Contribution to strategic outcomes

a. Assistant Director-Economic Development and Growth

The post of Assistant Director Economic Development and Growth was created as part of the Senior Leadership restructuring. It is proposed that the AD- Economic Development and Growth leads on the imperative need for the Council to continue building capacity in economic development and business inward investment. To recognise the importance of this function and add leadership capacity to this service a new post of AD Economic Development & Growth was proposed. This post will take responsibility for Economic Development & Business; Adult Learning & Skills, LSCC and Strategic Property.

The new Assistant Director will be the new owner for Priority 4 of the Corporate Plan.

8. Statutory Officers' comments (Chief Finance Officer (including procurement),

- a. The Chief Financial Officer (S151) has been consulted on the preparation of this report and comments that costs of the appointment can be met from approved budget agreed for the post of Assistant Director- Economic Growth and Development, in the current Medium Term Financial Strategy. However, it should be noted that funding for services and the way they are delivered are under constant review.

9. Assistant Director of Corporate Governance, Equalities

- a. In accordance with the Local Authorities Standing Orders (England) Regulations 2001 (as amended) and Part 3 Section B of the Council's Constitution, any proposed appointment to the post referred to in this report will require the approval of this Committee.
- b. **In accordance with the Council's Pay Policy Statement** for 2017-2018, where it is proposed to appoint to a Chief Officer post and the proposed salary is £100,000 per annum or more, the Staffing and Remuneration Committee must consider and approve the proposed salary. Section 41 of the Localism Act 2011 requires the Council to comply with its Pay Policy Statement for the relevant financial year when fixing the pay of a Chief Officer.

10. Use of Appendices

Not applicable

11. Local Government (Access to Information) Act 1985

Not applicable.