Argyll and Bute Council
Comhairle Earra-Ghàidheal Agus Bhòid

Customer Services
Executive Director: Douglas Hendry

SUPPLEMENTARY PACK 2

ARGYLL AND BUTE COUNCIL - **COUNCIL CHAMBER, KILMORY, LOCHGILPHEAD** on **THURSDAY, 21 APRIL 2016** at **10:00 AM**

I enclose herewith item **8 (RECRUITMENT OF CHIEF EXECUTIVE)** which was marked to follow on the Agenda for the above meeting.

Douglas Hendry
Executive Director of Customer Services

ITEM TO FOLLOW

8. **RECRUITMENT OF CHIEF EXECUTIVE** (Pages 1 - 4)
   Report by Head of Improvement and HR

Argyll and Bute Council

All Members

Contact: Hazel MacInnes Tel: 01546 604269

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ARGYLL AND BUTE COUNCIL   COUNCIL

CHIEF EXECUTIVE   **21 APRIL 2016**

APPOINTMENT OF CHIEF EXECUTIVE

1.0   EXECUTIVE SUMMARY

This report is to inform members about the outcome of the recruitment and selection process for Chief Executive.

ARGYLL AND BUTE COUNCIL   COUNCIL

CHIEF EXECUTIVE   21 APRIL 2016

APPOINTMENT OF CHIEF EXECUTIVE

2.0   INTRODUCTION

2.1   Following a thorough selection process for the Chief Executive, the Appointments Panel agreed on 19th April 2016 to make an offer of appointment to Cleland Sneddon, current Executive Director of Community Services.

2.2   Arrangements are being put in place for Cleland to take up the post of Chief Executive from 9 May 2016. This will ensure continuity for the organisation following the departure of the current Chief Executive on 6 May 2016.

3.0   RECOMMENDATIONS

3.1   It is recommended that the Council note the decision of the Appointments Panel to appoint Cleland Sneddon to the post of Chief Executive effective from 9 May 2016 and offer him their congratulations.

3.2   It is recommended that Council note the high quality of candidates who participated in the selection process for the post.

4.0   DETAIL

4.1   Following the Council decision on 17 February to progress with the appointment of a new Chief Executive and the agreement of members to select an appointments panel, a thorough recruitment and selection process was put in place. Advertisements were placed in a wide range of media outlets and SOLACE Enterprises were engaged, following a tender process, to provide and executive search. This ensured that the Council attracted the widest possible interest from prospective candidates.

4.2   In total 18 people applied for the post and, following thorough assessment against the essential and desirable criteria for the post, 6 candidates were invited for interview. Members of the appointments panel were impressed by the very high quality of the applications and in particular those who were selected for the interview and assessment process.

4.3   The 6 candidates undertook a variety of interviews and online psychometric assessments to test their skills and abilities in a range of different scenarios. The process included interviews with Trade Unions and employee representatives, Community Planning Partners, written exercises and a presentation and

interview with the Appointments Panel. The Panel then considered all of this information before making their final decision and offer of appointment to Cleland Sneddon on 19 April 2016.

5.0   CONCLUSION

5.1   The appointment of a new Chief Executive ensures continuity for the Council in the post of Head of the Paid Service.

6.0   IMPLICATIONS

6.1	Policy	None
6.2	Financial	The salary for the post of Chief Executive is set nationally
6.3	Legal	None
6.4	HR	The appointments process has complied with HR policies and procedures
6.5	Equalities	The appointments process has complied with the council's equalities duties under the Equality Act 2010
6.6	Risk	The appointment of a Chief Executive reduces risk to the organisation in leadership and management
6.7	Customer Service	None

Chief Executive
Policy Lead - Dick Walsh, Council Leader
20 April 2016

For further information contact: Jane Fowler, Head of Improvement and HR

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