

**APPOINTMENT OF RECRUITMENT PANELS FOR THE POSITIONS OF
EXECUTIVE DIRECTOR AND HEAD OF EDUCATION**

1.0 INTRODUCTION

- 2.1 Councils across Scotland must continue changing how they work to address financial, demographic and other challenges.
- 2.2 Argyll and Bute Council must have sufficient leadership capacity to deliver the change that will be required to meet these challenges for Argyll and Bute.
- 2.3 Argyll and Bute Council has a lean management structure; following previous reductions, it was streamlined again last year, removing 2 Heads of Service and 4 third tier manager posts. The decision was also taken at that time not to fill the Director of Community Services post. This achieved £500k of recurring savings.
- 2.4 This report invites the Council to establish Appointments Panels to appoint to the posts of Executive Director (currently filled on an interim basis), and Head of Education - Lifelong Learning and Support (expected to be vacant from August 2020).
- 2.5 The revised Protocol for Recruitment and Selection of Chief Officers will be followed for these positions.

2.0 RECOMMENDATIONS

It is recommended that Council:

- 3.1 Nominate 6 elected members and substitutes to the Appointments Panel for Executive Director:
4 from the Administration and 2 from the Opposition.
- 3.2 Nominate 3 elected members and substitutes to the Appointments Panel for Head of Education Lifelong Learning and Support: 2 from the Administration and 1 from the Opposition.

3.0 DETAIL

- 4.1 The post of Executive Director has responsibility for driving forward a number of the council's key priorities for Argyll and Bute, including the Rural Growth Deal, economic development, infrastructure, ICT/Digital and performance.
- 4.2 The post is currently filled on an interim basis, following the promotion of Pippa Milne to the role of Chief Executive.
- 4.3 Education represents the largest service area of the council's spend. The Head of Education for Lifelong Learning and Support has a key part to play in giving our young people the best possible start in life. Responsibilities of this role include early learning and childcare, additional support needs, psychology services and youth and adult services.
- 4.4 Like all councils, Argyll and Bute Council is transforming how it works to meet a variety of challenges: reducing funding, changing demographic demands and a declining population.
- 4.5 The difficulty in achieving change increases with the size and complexity of an organisation; an organisation that serves as large an area with as diverse a range of services as Argyll and Bute Council needs leadership skills and expertise to identify, enable and deliver change.
- 4.6 The Council recently restructured senior leadership and management to remove 4 third tier managers and 2 Heads of Service. A decision was also taken not to fill the Executive Director of Community Services post. The Council has therefore delivered recurring Senior Leadership savings of £500k and now has a lean senior leadership structure.

5.0 CONCLUSION

- 5.1 In order to ensure the council has sufficient leadership resources to meet its challenges, this report invites the Council to establish Appointments Panels to appoint to the posts of Executive Director (currently filled on an interim basis), and Head of Education - Lifelong Learning and Support (expected to be vacant from August 2020)

6.0 IMPLICATIONS

- 6.1 Policy – This paper gives effect to the Council's Constitution and Recruitment and Selection Procedure for Chief Officers.
- 6.2 Financial – None – these are budgeted posts.
- 6.3 Legal – As 6.1
- 6.4 HR – As 6.1

6.5 Fairer Scotland Duty:

6.5.1 Equalities - Protected characteristics – The recruitment policy and procedure ensures that all equalities duties are met

6.5.2 Socio-economic Duty - None

6.5.3 Islands - None

6.6. Risk – The Council’s senior leadership and management structure has been reduced and is now very lean. Failure to recruit to sufficient Chief Officer posts will result in increased risk to the Council’s ability to meet the demands of future change and effective, strategic leadership.

6.7 Customer Service - None

Chief Executive, Pippa Milne

Policy Lead – Aileen Morton

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