
ARGYLL AND BUTE COUNCIL

COUNCIL

LEGAL AND REGULATORY SUPPORT

19 MAY 2022

**APPOINTMENT OF A RECRUITMENT PANEL FOR THE POSITION OF THE
HEAD OF FINANCIAL SERVICES**

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is to invite the Council to establish an Appointments Panel to appoint to the post of Head of Financial Services.

It is recommended that:

- The Council agrees to establish an Appointment Panel for the recruitment to the post of the Head of Financial Services. Nominating 3 elected members and substitutes to the Appointments Panel.

APPOINTMENT OF A RECRUITMENT PANEL FOR THE HEAD OF FINANCIAL SERVICES

2.0 INTRODUCTION

2.1 The purpose of this report is to invite the Council to establish an Appointments Panel to appoint to the post of Head of Financial Services.

3.0 RECOMMENDATIONS

It is recommended that Council:

3.1 Agrees to establish an Appointments Panel for the recruitment to the post of Head of Financial Services.

3.2 Nominate 3 elected members and substitutes to the Appointments Panel for the Head of Financial Services: two from the Administration and one from the opposition.

4.0 DETAIL

4.1 The Head of Financial Services post was previously advertised, however due to a poor response it was agreed that the position be filled on an interim basis. The interim post holder, Laurence Slavin, left the post in December 2021 and the post is currently being filled on an acting up basis.

4.2 In terms of the Council's constitution Heads of Service are appointed by a panel of 5. Three elected members (2 from the Administration and 1 from the Opposition) plus Executive Director and Chief Executive as voting members.

4.3 The Council is requested to nominate 3 members to approve the short listing, interview the short listed candidates and make an appointment.

4.4 The appointments process will, as per agreed practice for appointing Chief Officers, include an assessment centre run by SOLACE Enterprises. This will inform the final appointment.

5.0 CONCLUSION

5.1 The Council is asked to agree an appointment panel for recruitment to the post of Head of Financial Services.

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 – this post is budgeted for.
- 6.3 Legal – as 6.1 above.
- 6.4 HR – as 6.1 above.
- 6.5 Equalities – Due regard should be given to the make-up of the appointments panel to ensure balance as far as possible,
- 6.6 Risk – Failure to recruit to the posts would affect the operational management and strategic leadership of the organisations.
- 6.7 Customer Service – None.
- 6.8 Socio-Economic– None from this report

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