

**APPOINTMENT OF A RECRUITMENT PANEL FOR THE HEAD OF ROADS AND
INFRASTRUCTURE SERVICES**

1.0 INTRODUCTION

- 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 Roads and Infrastructure Services.

2.0 RECOMMENDATIONS

It is recommended that Council:

- 2.1 Agrees to establish an Appointments Panel for the recruitment to the post of Head of Roads and Infrastructure Services; and
- 2.2 Nominates 3 elected members and substitutes to the Appointments Panel: two from the Administration and one from the opposition.

3.0 DETAIL

- 3.1 The Head of Roads and Infrastructure post will be vacant as of early January 2025.
- 3.2 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.
- 3.3 The Council is requested to nominate 3 members to approve the short listing, interview the short-listed candidates and make an appointment.
- 3.4 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.

4.0 CONCLUSION

- 4.1 The Council is asked to agree an appointment panel for recruitment to the post of Head of Roads and Infrastructure Services.

5.0 IMPLICATIONS

- 5.1 Policy – This paper gives effect to the Council's Constitution and Recruitment and Selection Procedure for Chief Officers.
- 5.2 Financial – None – this post is budgeted for.
- 5.3 Legal – as 5.1 above.
- 5.4 HR – as 5.1 above.
- 5.5 Fairer Scotland Duty:
 - 5.5.1 Equalities - protected characteristics – Due regard should be given to the make-up of the appointments panel to ensure balance as far as possible,
 - 5.5.2 Socio-economic Duty - none
 - 5.5.3 Islands – none
- 5.6 Climate Change – none
- 5.7 Risk– Failure to recruit to the post would affect the operational management and strategic leadership of the organisation.
- 5.8 Customer Service – none
- 5.9 The Rights of the Child (UNCRC) - none

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