Recruitment and Selection Process for Executive Directors and Directors START **Vacant Post** Are there changes being proposed to the role? NO YES Appropriate Appropriate Appropriate Appropriate manager (ED or manager (ED or manager (ED or manager (ED or CEX) together with CEX) together with CEX) to brief The CEX) together with HRD advice (as Leader and HRD advice (as HRD advice (as necessary) discuss Portfolio Holder of necessary) takes necessary) takes and agree the decision to recruit decision to recruit intention to recruit changes to the role with The Leader and Portfolio Is the Holder – JD revised recruitment for for recruitment. Note: A job permanent? evaluation will need to be conducted (where Interim Permanent appointments are not on an interim Initial Longlisting – Appropriate Initial Longlisting – basis i.e. employed Appropriate ED or CEX in ED or CEX together with HRD consultation with HRD advice (as necessary) Shortlisting – Appropriate manager (ED or CEX) Shortlisting – Personnel together with HRD advice (as necessary) to discuss and Committee (PC) seek agreement from The Leader / Portfolio Holder. Selection decision (to appoint) – Appropriate manager Selection decision (to (ED or CEX), The Leader and Portfolio Holder together appoint) – Personnel with HRD advice (as necessary) conduct selection Committee (PC) interviews. Appointment confirmation is subject to consultation with the Leader of The Opposition.

END

END