

Personnel Committee – 24th October 2023

Fixed Term Post for Executive Director – Resources

1. Summary of report

This report concerns the post of Executive Director – Resources.

2. Recommendations

Members are asked to:

- 2.1 Agree to the creation of the position of Executive Director – Resources for a fixed term period of 6 months, with the option to extend for a further 6 months.
- 2.2 Agree which option (as outlined in paragraph 3.4) Members wish to be undertaken to enable an appointment of Executive Director - Resources to be made.

3. Background Information

- 3.1 The substantive post of Executive Director – Resources & Transformation is a Tier 2 position within the Council's Senior Management structure reporting directly to the Chief Executive.
- 3.2 The duties of the substantive post include S151 responsibilities. Council agreed that the S151 duties would be carried out by the Director of Finance, Corporate Landlord and Assurance on 9 January 2023 and a revised JD was developed for Executive Director – Resources. The post has been occupied on an interim basis from 1 March 2023. S151 duties will therefore remain with the Director of Finance, Corporate Landlord and Assurance until a permanent appointment to the post of Executive Director is made. A revised job description is attached.
- 3.3 Over the next few months, an assessment will be undertaken to ensure that the senior management structure meets the Council's needs for the next few years. To enable stability to continue within the organisation, Members are requested to approve the creation of a fixed term post of Executive Director – Resources. It is proposed that this post would be created for a period of 6 months, with the option to extend for a further 6 months, during which time Personnel Committee will receive a further report regarding proposals for the senior management structure.
- 3.4 In June 2023, Personnel Committee agreed the process of recruiting both interim and permanent Executive Directors and Directors. As this is a fixed term post, Members are asked to consider whether they would wish the recruitment process to be undertaken by Personnel Committee or to delegate the shortlisting and selection interviews to an appointments panel comprising

the Leader, Deputy Leader (Regeneration), and the Chief Executive, in consultation with the Leader of the Opposition.

4. Financial Implications

4.1 Costs will be met from within existing budgets.

4.2 The Executive Director pay scale is £138,102 to £144,908. By creating a fixed term position, this will mean a saving versus the costs incurred for an agency placement. Given current market conditions, it is expected that the saving could be in the region of £45 – 50k.

5. Legal Considerations

5.1 The post is politically restricted.

6. Citizen Impact

6.1 Walsall citizens will receive adequate and improved services from the Council.

7. Equality Implications

7.1 The proposals will be implemented in line with equality good practice.

8. Consultation

8.1 Consultation has taken place as required.

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