

Name of Meeting:	COUNCIL
Meeting Date:	6 August 2007
Directorate:	Chief Executives
Corporate Manager:	N/A
Author/Contact Officer:	John Edwards
Agenda Status:	Public part of Agenda

Report Title	Confirmation of Appointment of Chief Executive -and Head of Paid Service
---------------------	--

Recommendations

- (1) Council is requested to confirm the appointment of David Kennedy as the Council's Chief Executive, subject to the completion of appropriate recruitment checks.
- (2) Subject to the above to appoint David Kennedy as the Council's Head of Paid Service under Section 4 of the Local Government and Housing Act 1989 and the Council's Returning Officer and Electoral Registration Officer under section 35 and Section 8 of the Representation of People Act 1983.
- (3) Delegate powers to the interim Chief Executive in consultation with the Leader to finalise the terms of David Kennedy's contract of employment.
- (4) To appoint John Edwards, the Council's Interim Chief Executive as Returning Officer until David Kennedy is actually in post.

Background

The Council currently has an interim Chief Executive, John Edwards, who has been in post since March 2007.

It is imperative for the Council to appoint a permanent Chief Executive.

In order to achieve this objective, the Council has undertaken a thorough and detailed recruitment and selection process which has complied with the employment procedure rules in the Council's constitution. The responsibility for recommending to Council the confirmation of a suitable candidate rests with the Appointments and Appeals Committee, which has met on the 26 July and 2 August 2007. Recruitment Consultants Odgers were appointed to undertake the recruitment and selection exercise following a competitive process in April / May 2007. The following steps were then taken;

- Completion of a job description and person specification for the post
- The publication of a national advert for the post published in the Local Government Press on the 14 June 2007
- Interviews of long listed candidates W/C 16 July 2007. Final shortlist (undertaken by the Council's Appointments and Appeals Committee) undertaken 26 July 2007
- Assessment Centre and interviews by the Appointments and Appeals Committee on 1 and 2 August 2007. References were obtained and medical checks completed.
- The Appointments and Appeals Committee, having very carefully considered all short listed candidates through the Council's selection process, resolved to recommend David Kennedy for the post of Chief Executive of Northampton Borough Council.
- Mr Kennedy has been contacted and has confirmed he will accept the post subject to confirmation of the appointment by Full Council
- A starting date will be discussed with Mr Kennedy, but it is likely to be around October 2007

With regard to the role of Head of Paid Service, since John Edward's appointment this role has been undertaken, as agreed by Full Council, by the Directors on a rotating basis. This will cease when the new Chief Executive takes up his post.

Options and Evaluation of Options

The option not to confirm the appointment would constitute a major risk to the Council.

An extensive process, rigorously conducted, has led to the recommendation to appoint. The Council would need to repeat a similar process, incur further cost and run the serious risk of not attracting a suitably qualified and experience candidate to fulfil this critical role, if it exercised the option not to confirm this recommendation

Background Papers

Appointments & Appeals Committee papers 26 July 2007 and 2 August 2007
Northampton Borough Council Improvement Plan 2007
Cabinet Agenda & Minutes 15 March 2007