

ABERDEEN CITY COUNCIL

COMMITTEE	Council
DATE	8 th October 2015
LEAD OFFICER	Chief Executive
TITLE OF REPORT	Interim Director of Corporate Governance
REPORT NUMBER	OCE/15/044
CHECKLIST COMPLETED	Yes

1. PURPOSE OF REPORT

At its meeting of 11th September 2015 the Appointment Panel resolved to make no appointment to the post of Director of Corporate Governance and requested the Chief Executive to assess the various options and report to the relevant committee. This report seeks the Council's approval for the appointment of an Interim Director of Corporate Governance.

2. RECOMMENDATIONS

That the Council resolves:

- i. that the Chief Executive makes all necessary arrangements to engage the services of an Interim Director of Corporate Governance;
- ii. that the Chief Executive reports to committee during spring 2016 on the work of the Interim Director; and
- iii. that the Chief Executive reports to Council during autumn 2016 on options for the recruitment to the permanent post of Director of Corporate Governance.

3. FINANCIAL IMPLICATIONS

The sum of £147,000 a year is currently being saved by the Council through the Director of Corporate Governance post being vacant.

The proposed weekly fee for the post of Interim Director is £4,775 inclusive of the margin charged by the executive search company sourcing the individual and a weekly contribution towards the costs of travel and accommodation.

It is proposed to bring in the Interim Director for a period of up to 30 weeks from November 2015 to June 2016 (excluding four weeks unpaid leave split between December 2015/January 2016 and April 2016).

The cost of the appointment will be met from the salary budget for the Director of Corporate Governance.

4. OTHER IMPLICATIONS

The appointment of the Interim Director of Corporate Governance will be by way of a contract between the Council and the executive search company sourcing the individual.

5. BACKGROUND/MAIN ISSUES

The post of Director of Corporate Governance has been vacant since July 2014 and the Appointment Panel decision not to appoint to it at the meeting on 11th September 2015 was the third time that the recruitment and selection process had failed to identify a preferred candidate.

The Director of Corporate Governance post is a key strategic member of the Corporate Management Team overseeing and developing the delivery of a number of core services vital to the Council's operations. It is not sustainable for the Chief Executive to continue to deliver both her own role and that of the Director of Corporate Governance. Given that each of the Heads of Service within the Corporate Governance team has major priorities to address in their own right, it is also felt that acting up is not a viable option.

Given the above and as the Council has sought interest in the role on three separate occasions over the past 13 months and failed to appoint on each, it is felt that the preferred option is now to appoint on an Interim basis, recognising that to secure a candidate of the calibre required a premium will have to be paid over the set salary rate for the post.

As such, it is recommended that the Council agrees that the Chief Executive makes all necessary arrangements to engage the services of an Interim Director of Corporate Governance. The intention would be to have an individual in place during November 2015.

6. IMPACT

**Improving Customer Experience; Improving Staff Experience;
Improving our use of Resources; Corporate; Public**

The role of Director of Corporate Governance is key both in helping to shape the Council's activities across all these priority areas and in

providing vital support to the Chief Executive and the other members of the Corporate Management Team to deliver the Council's services.

The Interim Director role will be key in working with the Corporate Management Team in developing and delivering medium term financial plans during a period of continued austerity within the United Kingdom as well as working and supporting officers throughout both the organisation internally and with external partners to ensure that the Council obtains Best Value for a number of key projects within the City that are going to be developed over the next 18 months.

7. MANAGEMENT OF RISK

The subject matter of the report addresses the risk to the Council of continuing to operate with a vacancy in one of the key Corporate Management Team roles.

8. BACKGROUND PAPERS

None

9. REPORT AUTHOR DETAILS

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