



Committee and Date

Council 24<sup>th</sup> September 2020

Item

Public

## **Appointment of Chief Executive**

**Responsible Officer** Michele Leith, Director of Workforce and Transformation  
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### **1.0 Summary**

- 1.1 This report outlines the approach to the recruitment to the permanent position of Chief Executive undertaken since the departure of the previous postholder and recommends confirmation of the successful candidate.

### **2.0 Recommendation**

- 2.1 Council confirm the permanent appointment to the Chief Executive position to Andy Begley with effect from 1<sup>st</sup> October 2020.

## **REPORT**

### **3.0 Risk Assessment and Opportunities Appraisal**

- 3.1 The Chief Executive position, as Head of Paid Service, is a statutory role in Local Government. Without a permanent appointment to this position the organisation could be at risk of uncertainty and a lack of leadership and direction. The permanent Chief Executive will therefore be able to provide stability, demonstrate strong leadership and drive change required in the post Covid world.

### **4.0 Financial Implications**

- 4.1 The Chief Executive post has been vacant since April 2020 and covered on an interim basis jointly by the Executive Director of Adult Services and Executive Director of Children's Services. The additional costs associated with the recruitment to the post are off-set by the salary savings made.

### **5.0 Background**

- 5.1 The previous Chief Executive, Clive Wright, resigned from his post in April 2020. Interim arrangements were put into place with the Executive Director of

Adult Services and Executive Director of Children's Services jointly undertaking the role on a temporary basis until recruitment could commence. Due to the Coronavirus pandemic recruitment was delayed until such time as it was felt appropriate to go to the market.

- 5.2 In June the recruitment process was instigated with an Executive Recruitment Agency being engaged to support the search. Penna Plc were appointed through a competitive tender process. Penna have extensive experience of senior recruitment in the public sector, particularly Local Authorities for Chief Executive and Director level recruitment.

- 5.3 The process/timeline of recruitment was as follows:

Advert – MJ / Microsite Executive Search commenced	29 <sup>th</sup> June 2020
Longlisting of Applicants	28 <sup>th</sup> July 2020
Technical Interviews – Mark Lloyd, LGA	w/c 3 <sup>rd</sup> August 2020
Shortlisting	17 <sup>th</sup> August 2020
Psychometric Testing of Shortlisted Candidates	18 <sup>th</sup> to 21 <sup>st</sup> August 2020
<u>Assessment Centre run over 2 days:</u>	
Stakeholder Panel (Members) Stakeholder Panel (Partners) One to One with Leader/Deputy Leader	25 <sup>th</sup> September 2020
Final Interview Panel (Members)	27 <sup>th</sup> September 2020

- 5.4 There were 26 applicants for the role, 8 Longlisted and 5 shortlisted. The shortlist comprised of both internal and external candidates of an extremely high caliber.
- 5.5 Following the Final Member Panel interviews, the panel reviewed all of the information that was available throughout the process and recommended Andy Begley to be appointed into the position.

**List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information)**

**Cabinet Member: Peter Nutting**

**Local Member**

**Appendices**