



Council

Item

14 May 2026

Public



Appointment of Head of Paid Service (Chief Executive)

Responsible Officer:	Sam Williams		
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Cabinet Member (Portfolio Holder):	Heather Kidd		

1. Synopsis

This report outlines the approach to recruiting to the permanent position of Chief Executive (Head of Paid Service) undertaken and recommends confirmation of the successful candidate.

2. Executive Summary

- 2.1. The Council is required by Section 4 (1) of the Local Government and Housing Act 1979, to appoint one of its officers to the statutory role of Head of Paid Service (Chief Executive).
- 2.2. Following consideration by the Chief Officer Employment Panel, it is recommended that Tanya Miles be confirmed as the Council's Head of Paid Service (Chief Executive).

3. Recommendations

- 3.1. That Council confirm the appointment of Tanya Miles to the permanent Head of Paid Service (Chief Executive), with effect from 1st June 2026.

Report

4. Risk Assessment and Opportunities Appraisal

- 4.1. The recommendations enable Shropshire Council to comply with the requirements for the appointment of statutorily required officers.

5. Financial Implications

- 5.1. The post of Head of Paid Service/Chief Executive has been vacant since September 2025 and covered on an interim basis by the Executive Director (Director of Adult Social Services). There are no additional costs associated with this appointment.

6. Climate Change Appraisal

- 6.1. There are no climate change implications from this report.

7. Background

- 7.1. The Council is required to appoint a Head of Paid Service in accordance with Section 4 (1) of the Local Government and Housing Act 1979. At its meeting on 21st March 2024, the Council agreed to adopt the Senior Officer Employment Procedure under which a Chief Officer Employment Panel is convened to consider the appointment of certain officers, including the Head of Paid Service.
- 7.2. The duties of the Head of Paid Service are, amongst other things, to address and report upon a) the manner in which the discharge by the authority of their different functions is coordinated; b) the number and grades of staff required by the authority for the discharge of their functions; c) the organisation of the authority's staff; d) the appointment and proper management of the authority's staff.
- 7.3. The role of Head of Paid Service is commonly associated with the designation 'Chief Executive'. In accordance with the Local Authority's (Standing Orders) (England) Regulations 2001, the function of the appointment of an Officer designated as Head of the Authority's Paid Service must be approved by the council.
- 7.4. The role also incorporates the role of Returning Officer and Electoral Registration Officer under the Representation of the People Act 1983.
- 7.5. In March 2026 the recruitment process was instigated in partnership with West Midlands Employers (WME) and the Society of Local Authority Chief Executives (SOLACE). Both have extensive experience of senior recruitment in the public sector, particularly Chief Executives in Local Authorities.
- 7.6. There were 15 applicants for the role, 8 longlisted and 5 shortlisted, with 2 candidates being taken through to the final interview. Applicants were from a range of professional backgrounds and the shortlist comprised of both internal and external candidates of a very high calibre.
- 7.7. The process was thorough and extensive and comprised of the following:

Role advertised/executive search commenced	March 2026
Technical Interviews (SOLACE and ex Local Authority Chief Executive)	w/c 6 th April 2026
Shortlisting	15 th April 2026
Assessment Centre: Partners Stakeholder Panel People Stakeholder Panel 1:1 with Leader/Deputy Leader Written Exercise Psychometric Testing	22 nd April 2026
Final Interviews – Chief Officer Employment Panel	28 th April 2026

- 7.8. The Chief Officer Employment Panel is made up of three members of the Administration and the Group Leaders of the largest opposition Groups, and they decided by a majority to recommend the appointment of Tanya Miles, as the Head of Paid Service (Chief Executive).
- 7.9. Subject to full council confirmation, arrangements will be made to offer a contract of employment to Tanya Miles with effect from 1st June 2026.

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

[Appendix 1 Senior Officer Employment Procedure.pdf](#)

Local Member: N/A

Appendices

None