

**AGENDA ITEM**

**REPORT TO COUNCIL**

**20 JULY 2022**

**REPORT OF THE  
APPOINTMENTS PANEL**

**Appointment of Managing Director and Director of Corporate Services**

The recruitment and appointment process has been undertaken under the Constitution "Employment Procedure Rules" as detailed in section 3.333 – 3.342. The duly constituted Appointments Panel, appointed in line with section 2.71 of the Constitution has met and carried out a selection process to identify a Managing Director and Head of Paid Service for Stockton on Tees Borough Council and the Director of Corporate Services.

The Director of Corporate Services post is also the Council's Monitoring Officer. The Council is required to appoint a Monitoring Officer under Section 5 of the Local Government and Housing Act 1989. The appointment of the Monitoring Officer is reserved to the Council and cannot be made by any other body.

The panel carried out the appointments process in line with the process set out in section 2.71 of the Council's Constitution and in line with the Council's policies and employment procedures.

Penna Recruitment Agency were appointed to assist with the recruitment process. Penna created a website to advertise the roles and conducted an executive search, adverts were also placed on the Council's website, the Penna website, the North East Jobs website and in the MJ journal and website.

**Managing Director**

Initial technical assessment interviews were conducted by Penna with support from Beccy Brown, Director of Corporate Services. Following this the Members Appointment Panel was provided with a longlist of 9 candidates to consider. A shortlist of 4 candidates was agreed and they were invited to the selection and interview process which took place over two days on 4<sup>th</sup> and 5<sup>th</sup> July.

The Appointments Panel agreed the presentation topic and interview questions and for the following Advisory Panels to provide input to the appointment process:-

- A Members panel, with invited representative Members from all political groups
- A Stakeholders panel with representatives from:
  - Cleveland Police
  - The North East and North Cumbria NHS Integrated Care Board
  - Catalyst

- Vision Academy Trust
  - Bright Minds Big Futures
  - FUJIFILM Diosynth Biotechnologies
- A Culture panel with employee representatives from our staff Forums and Well-Being Champions across the organisation.
  - An informal discussion with the Leader of the Council and the Leader of the Conservative Group (the largest opposition group).

### **Director of Corporate Services**

Initial technical assessment interviews were conducted by Penna with support from Beccy Brown, Director of Corporate Services. Following this the Members Appointment Panel was provided with a longlist of 16 candidates to consider. A shortlist of 4 candidates was agreed and they were invited to the selection and interview process which took place over two days on 5<sup>th</sup> and 6<sup>th</sup> July.

The Appointments Panel agreed the presentation topic and interview questions. They also agreed a number of Advisory Panels for the Director of Corporate Services as follows:

- A Members panel, with invited representative Members from all political groups
- A Culture panel with employee representatives from our staff Forums and Well-Being Champions across the organisation.

### **Both roles**

Prior to the start of the formal interviews the Appointments Panel was provided with detailed feedback from each of the Advisory Panels. The Appointments Panel then met and interviewed each of the candidate for the two roles.

Following the interviews two references and pre-employment medical checks were taken up for each candidate.

Having taken this evidence into account the Appointments Panel recommend the appointment of Michael Greene to the post of Managing Director and Head of Paid Service and Gerard Morton to the post of Director of Corporate Services and Monitoring Officer.

## **RECOMMENDATIONS**

1. Council approve the appointment of Michael Greene to the post of Managing Director and Head of Paid Service.
2. Council approve the appointment of Gerard Morton to the post of Director of Corporate Services and Monitoring Officer under Section 5 of the Local Government and Housing Act 1989.