



10 JUNE 2019

APPOINTMENT OF CHIEF OPERATIONS OFFICER

REPORT OF CHAIR OF CCR CITY DEAL APPOINTMENTS COMMITTEE

AGENDA ITEM: 15

Reason for this Report

1. To present to Cabinet the outcome of the recent recruitment process for the fixed-term post of Chief Operations Officer and to seek confirmation and ratification of the appointment of the successful candidate.

Background

2. Following Cabinet approval of the City Deal Office Resourcing Plan on 18 February 2019, a recruitment process was held. There were 9 applicants for the post and 4 were longlisted; 1 subsequently withdrew. Following the undertaking of a rigorous assessment centre process – led and overseen by Pyschonnaisance in conjunction with Cardiff Council HR – one candidate was selected to proceed to interview with the Appointments' Panel.
3. This interview took place on 30 May 2019, with the Panel comprising Cllr Hunt (Torfaen, Chair), Cllr Poole (Caerphilly), Cllr David (Bridgend), Cllr Murphy (Monmouthshire) and Cllr O'Neil (Merthyr). The Panel's recommendation was to appoint the candidate, 342842, to the post of Chief Operations Officer on a fixed term/ secondment basis.
4. Regional Cabinet is now asked to confirm and ratify this appointment. The post will be hosted by Cardiff Council, consistent with the other roles within the City Deal Office.

Reasons for Recommendations

5. The reasons for the recommendations are:
 - For Regional Cabinet to endorse and ratify the recommendation of the Appointments Committee.

Financial Implications

6. This report requests Regional Cabinet to confirm and ratify the recommendation of the Appointment Panel for the post of Chief Operations Officer. On 18th February 2019, Regional Cabinet received the City Deal Director's Establishment of the City Deal Office – Restructure and Resourcing Plan – 2019/20-2020/21, which, in conjunction with the Proposed 2019/20 Joint Committee Revenue Budget report of the same day, set out and gained approval of the resources required to fund the City Deal Office's amended staffing structure for the period up to the end of March 2021. This post is included in this costed structure.
7. As stated in the above mentioned reports, Regional Cabinet should note that the amended structure is not able to be supported by the current funding model over the longer-term. Therefore, if a decision is taken to continue with the proposed structure of the City Deal Office post 2020/21, then consideration will need to be given to the funding mechanism beyond that stage.
8. Further, potential costs payable at the termination of any secondment agreements will need to be considered at the point at which such agreements are ratified by the Accountable Body.

HR Implications

9. The post of Chief Operating Officer will be hosted by Cardiff Council, but the successful candidate will remain an employee of their current employer and be seconded to the post. A secondment agreement will be completed between the employer, host organisation and the individual which will include a paragraph stating clearly that no employment relationship exists. The employer will invoice the City Deal for the costs of the secondment.

Legal Implications

10. Legal and HR advice should be taken on the terms of the proposed secondment agreement.

RECOMMENDATIONS

14. Regional Cabinet is asked to:
 1. Confirm and ratify the recommendation of the Appointment's Panel in respect of the appointment of candidate 342842, on a secondment basis, to the fixed term post of Chief Operations Officer.

Kellie Beirne
Director, Cardiff Capital Region City Deal
10 June 2019