South East Wales Corporate Joint Committee

Cyd-bwyllgor corfforaethol De-Dwyrain Cymru

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	Corporate Joint Committee
Report Title	Outcome of Secondment Opportunity – Strategic Director Regional Growth
Report of	Kellie Beirne, Chief Executive Officer
Contact Details	Kellie.beirne@cardiffcapitalregion.gov.uk
Date to be Considered	28 July 2025
Implementation Date	Immediate
Affected Council Areas	All
Keywords / Index	Staffing. Resourcing. Interim arrangements.

Report Summary

1. The report presents the outcome – as approved by the Appointments Sub-committee - of the recently advertised role of Strategic Director of Regional Growth, on a one-year fixed term secondment opportunity.

Recommendations

The SEW Corporate Joint Committee is asked to:

- Confirm the appointment of Mike Brough, current Head of Infrastructure, to the role of Strategic Director of Regional Growth on a 12-month secondment basis.

Reasons for Recommendations and Options Considered

Background – Regional Growth

2. Following the departure of the Deputy Chief Executive/Director of Regional Growth in March 2025, the most senior post in the Regional Growth team has remained vacant. Whilst the role is a non-statutory one, it provides a critical function in heading up the Investment, Growth and Skills functions and at this time, provides vital support into on-boarding new initiatives such as the £160M+Investment Zone.

3. Given the wider capacity pressures, a report to Appointments Panel on 16 May and subsequently to CJC on 2 June, proposed that rather than undergo a full market recruitment exercise at this time, a 12-month internal secondment opportunity is created for the Director of Regional Growth only i.e. forgoing the Deputy Chief Executive duties and set at salary level commensurate with the other Director posts in the structure c£97,500.

4. Following the placement of an internal advert across CCR and all Constituent Councils, two candidates emerged and were interviewed and subjected to assessment on 4 July 2025. The assessment process included an interview, presentation and a written and recorded role-play exercise. The Panel, supported by CCR HR comprised:

    - Chief Executive
    - Strategic Director Policy, Impact and Partnerships
    - Frank Holmes, Chair of Investment Board

5. The Panel concluded that Mike Brough, CCR's current Head of Infrastructure should be appointed. The outcome has been reported to Appointments Sub-committee. The postholder will commence duties on 1 August 2025 wherein recruitment will commence to temporarily backfill the role of Head of Infrastructure.

Corporate Policies and Priorities

6. The process has been conducted with regard to Corporate HR and Finance policies and procedures. This is in line with the CJC's Constitution which sets out the policy and decision-making process for such appointments.

Comments of the Director of Resources and s.151 Officer

7. This appointment relates to a role that is part of the organisational structure and associated staffing budget that was agreed in January 2025. As such it does not provide any unanticipated cost pressures.

Comments of the Director of Legal and Governance and Monitoring Officer

8. The appointment process for this role has been conducted in accordance with established HR procedures and relevant policies, ensuring transparency, fairness, and equality of opportunity.

    The use of an internal secondment process has been appropriately justified in light of operational and resourcing pressures, and the assessment process is clearly documented. The approach taken demonstrates adherence to good governance principles, including the involvement of senior leadership and independent oversight.

    The proposed appointment is subject to confirmation by Corporate Joint Committee in line with the requirements of the constitution. No legal or governance concerns are raised in relation to the recommendations outlined in the report.

Equality, Human Rights and Community Cohesion

9. There are no implications directly associated with this report, save to say, the process is undertaken in line with objectives of CCR's HR policies and procedure.

Sustainability and Climate Considerations

10. There are no implications directly associated with this report.

Risk Management

11. The appointment of an able and committed Senior Executive Team is required to:

- Ensure the requisite senior leadership capacity is in place to lead, develop and deliver on the CJC agenda.
- Ensure capacity is in place in respect of statutory officer positions: Chief Executive Officer, s151 Officer and Monitoring Officer.
- Safeguard the reputational interests of CCR by promoting high standards and ensuring openness, probity and accountability.

Consultation

12. The Senior Executive Team structure for CCR was approved at the meeting of the SEWCJC on 4 December 2024.

Welsh Language Implications

13. Due regard has been had to Welsh Language implications.

Well-being of Future Generations

14. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the to the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

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10 July 2025

Appendices - none