South East Wales Corporate Joint Committee

Cyd-bwyllgor corfforaethol De-Dwyrain Cymru

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	SEWCJC
Report Title	Appointment – Strategic Director Regional Growth & Investment
Report of	Appointments Sub-Committee
Contact Details	Kellie.beirne@cardiffcapitalregion.gov.uk
Date to be Considered	13th July 2026
Implementation Date	Immediate
Affected Council Areas	All
Keywords / Index	Staffing. Resourcing.

Report Summary

1. The report sets out the appointment process for the role of Strategic Director of Regional Growth & Investment and recommends the successful candidate for appointment.

Recommendations

- That Mike Brough be appointed to the role of Strategic Director of Regional Growth & Investment.

Reasons for Recommendations and Options Considered

Background – Regional Growth & Investment

2. The position of Strategic Director Regional Growth & Investment has been held by Mike Brough on a secondment arrangement since 1st August 2025 following an internal recruitment process.

3. Recruitment commenced in May 2026 to appoint substantively to the post of Strategic Director Regional & Investment.

4. Following the shortlisting of three candidates (one internal to CCR and two external) they progressed through the robust and comprehensive recruitment process held on 5 June 2026. The process included psychometric testing, numerical and verbal reasoning assessments undertaken by Psychonnaissance Ltd, an interview, presentation and a written task, recorded interview.

5. The interview panel comprised of Chief Executive Officer, Head of People & Culture, the chair of Investment Board and a senior business leader in the region.

6. Following evaluation and review of scoring it was unanimously agreed by the panel that one candidate Mike Brough should be progressed to the CJC Appointments Sub-Committee on 11 June 2026.

7. Having carried out a further interview, the CJC Appointments Sub-Committee agreed to recommend the appointment of Mike Brough to the post of Strategic Director Regional Growth & Investment to the Corporate Joint Committee.

Corporate Policies and Priorities

8. The process has been conducted with regard to Corporate People & Culture and Finance policies and procedures and actions and will be reported to CJC on 13 July 2026. 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

9. As set out in the report, the appointment process for this role has been conducted in accordance with relevant CJC established policies and procedures.

10. The permanent post in question is fully budgeted for within the CJC's approved revenue budget. Securing a permanent appointment will also reduce the risk of the need for interim or temporary arrangements which typically come at a higher cost to the CJC.

11. Organisational (and Senior management) capacity is identified as a risk on the CJC Corporate Risk Register, which this appointment helps to mitigate.

Comments of the Director of Legal and Governance

12. This is a Chief Officer post to which the rules set out in part 4F of the Constitution (Employment Procedure Rules) apply. The vacancy was reported to the CJC and publicly advertised. The recommendation of the Appointments Sub-Committee will be reported to the CJC for decision.

Equality, Human Rights and Community Cohesion

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

Sustainability and Climate Considerations

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

Risk Management

15. 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 – the 'golden triangle'.
- Safeguard the reputational interests of CCR by promoting high standards and ensuring openness, probity and accountability.

Consultation

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

Welsh Language Implications

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

Well-being of Future Generations

18. 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').

Kellie Beirne
Chief Executive
Kellie.beirne@cardiffcapitalregion.gov.uk

12th June 2026