

Independent Review of Chief Executive Recruitment Process

Terms of Reference:

The Council requires an independent review be undertaken into the recent Chief Executive Recruitment Process. This independent review will make recommendations to ensure any future recruitment processes are robust, transparent and acknowledged as fair by all Members of the Council

The review will examine in particular:

- The selection of the Appointment Sub-Committee's membership;
- Training for Appointment Sub Committee Members;
- Sourcing external recruitment agency;
- The timescale for undertaking the entire recruitment process;
- The longlisting and shortlisting processes;
- Use of psychometric tests;
- OD / HR involvement in the process;
- The role of the Appointment Sub-Committee in the recruitment decision making process;
- The role of Cabinet Members not included on the Appointment Sub-Committee; and
- The role of all other Council Members not included on the Appointments Sub-Committee.

Who will undertake the review?

The Chartered Institute for Personnel and Development (CIPD), the professional body for HR and Development, will be approached to provide a suitable independent reviewer.

Who will oversee the review?

The Leader of the Council, the Leader of the Conservative group and Cllr Coad will oversee the review with support from the Monitoring Officer and Service Lead for People.

When and where will the findings be reported?

The review needs to be completed in time for a final report, and associated recommendations, to be published at the Full Council meeting on 30 January 2018.

How much will the review cost?

This is unknown at present, however all costs will be met from existing Council budgets.