

**Manchester City Council
Report for Resolution**

Report to: Personnel Committee - 5 December 2019

Subject: Recruitment of Strategic Director – Growth and Development

Report of: Chief Executive

Purpose of Report

To inform the Personnel Committee that the Strategic Director of Growth and Development has notified the Chief Executive of his intention to retire from April 2020.

To inform the Personnel Committee of the Chief Executive's intention to exercise her delegated authority to commence appointment to the post.

Recommendations

Personnel Committee is requested to:

- 1 To note that the Strategic Director of Growth and Development has indicated he will be retiring from April 2020 and to thank Eddie Smith for his work for the Council over many years.
 - 2 To note that the Chief Executive proposes to commence recruitment to the post immediately and has decided to exercise her delegated authority to commence appointment to the post in consultation with the Leader; the Executive Member for HR; the Chair of the Personnel Committee; and the relevant Executive Portfolio Member.
 - 3 To note the proposal to recruit to this Non-Statutory Chief Officer role on a like for like basis; title, role and grade remaining unchanged.
 - 4 To note that a further report will be submitted to the Personnel Committee early in 2020 following a review of the wider directorate management team capacity.
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Wards affected: All

Financial implications for the revenue and capital budgets:

There is existing revenue budget to fund the costs of this post so there will be no ongoing financial implications. It is anticipated that the one off costs of the recruitment process will be around £20k and these will be funded from within existing budgets.

Contact Officers:

Name: Joanne Roney
Position: Chief Executive
Telephone: 0161234 3006
E-mail: j.roney@manchester.gov.uk

Name: Helen Grantham
Position: Interim Director of HROD
Telephone: 0161 600 8380
E-mail: helen.grantham@manchester.gov.uk

Background documents (available for public inspection):

None relevant

1. Background

- 1.1 The Directorate for Growth and Development encompasses a portfolio of services that are fundamental in ensuring the economic prosperity of the City, businesses and all of its citizens. This directly impacts on how effectively the Council can raise income to provide other universal and specialist services.
- 1.2 The current Strategic Director of Growth and Development, Eddie Smith, has indicated that he will be retiring in April 2020 after many years leading in this area. His retirement will be a significant loss to the Council and the City; not only for his leadership and experience but also knowledge and networks.
- 1.3 It is essential that this post is filled quickly by someone that brings the relevant experience and skills for such a high-profile role that is critical to the Council delivering its ambitions for the city.
- 1.4 In replacing a longstanding, experienced and well-respected Strategic Director and member of the Senior Management Team a thorough recruitment process will be undertaken. This will include the engagement of Executive Search and Selection Advisers to support the Council in attracting and assessing a suitable short list of candidates.
- 1.5 Considering that potential suitable candidates with the appropriate experience are likely to have to provide 3 months' notice at the point the position is offered there is an urgent need to commence the process of appointment.
- 1.6 In considering the imminent retirement of the Strategic Director and proposed recruitment to this position a review of the priorities and overall leadership capacity for the Directorate will also be undertaken recognising that there are also currently two vacant Director positions. This will be the basis of a report back to Personnel Committee early in the New Year.

2 Conclusion

- 2.1 There is an urgent need to progress with recruitment processes to appoint to the post of Strategic Director - Growth and Development in light of the imminent retirement of the current post holder.

3 Comments from the Director of HROD

- 3.1 The post of Strategic Director – Growth and Development is a non-statutory Chief Officer role as defined in legislation. The Job Description and Grade remain unchanged.
- 3.2 The Council's Constitution (Part 4 Section F, Officer Employment Procedure Rules para 5) provides authority for the Chief Executive (as Head of Paid Service) to appoint non-Statutory Chief Officer roles in consultation with the Leader, Executive Member for HR, Chair of the Personnel Committee and relevant Executive Portfolio Member(s).

3.3 The Council has a framework for the procurement of suitable Executive Search and Selection advisers.

4. Comments from Trade Unions

4.1 To follow