

## **Committee:** Appointments Committee

**Date:** 31<sup>st</sup> May 2023

Wards: All

## **Subject:** Senior Executive Recruitment – Managing Director, South London Legal Partnership and Monitoring Officer

Lead officer: Louise Round, Managing Director, SLLP

Lead member: Chair of Appointments Committee and Leader of the Council

Contact officer: Caroline Ramsey, Recruitment Manager

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### **Recommendations:**

A. To carry out interviews of the candidates referred to in paragraph 2.6 and to appoint the most suitable person for the post of:

- 1) Managing Director, South London Legal Partnership and the Council's Monitoring Officer.
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### **1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY**

The purpose of this report is to ask the Committee to carry out interviews of the candidates listed in paragraph 2.6 and to appoint the most suitable for the post being interviewed of Managing Director, South London Legal Partnership. The postholder will also act as the Council's Monitoring Officer.

### **2 DETAILS**

- 2.1. Penna PLC were the appointed executive search agent, following a mini competition carried out under the appropriate procurement framework to carry the search for the position being recruited to, which will become vacant when the current postholder leaves in July 2023.
- 2.2. Full Council agreed on 17 May, following a recommendation by Standards and General Purposes Committee, that for this recruitment process, the requirement for Full Council to agree the appointment of the Monitoring Officer (under paragraph 3.2 of the Officer Employment Procedure Rules) could be waived to ensure the post can be recruited to without delay. It is noted this is not a legal requirement however is required under Merton's constitution. It also agreed the grade at which the post could be appointed and delegated to the Chief Executive, in consultation with the Leader of the Council, the authority to decide the level of market supplement which it would be necessary to pay in order to appoint a good candidate.
- 2.3. An advert was placed in the Municipal Journal and in relevant legal publications and the closing date was 8 May. Five candidates applied and 4 were put through for technical assessments as part of the longlisting process. Those technical assessments were carried out by the current post holder, together with Wandsworth Council's Monitoring Officer (in recognition of the shared service nature of the legal team) and one of Penna's directors. The shortlisting exercise will be carried out following that technical assessment

on 24 May, by the Chief Executive and the Executive Director of Innovation and Change. Following that shortlisting meeting, the Committee will be provided with a pack containing details of the recommended candidates.

- 2.4. In addition to the final panel interview to be carried out by the Committee, arrangements are being made for the shortlisted candidates to meet chief executives from the partner councils comprising the shared legal service and there will be a stakeholder panel on the day before the meeting. That panel will include monitoring officers from the other councils.
- 2.5. Final member panel interviews will then take place on 31 May 2023.

### **3 ALTERNATIVE OPTIONS**

- 3.1. To not recruit to the position, which will leave the position not permanently covered and therefore the Council can not proceed with its proposed ambitions.

### **4 CONSULTATION UNDERTAKEN OR PROPOSED**

- 4.1. None

### **5 TIMETABLE**

- 5.1. Final panel interviews are taking place on 31<sup>st</sup> May as follows in the table below.

### **6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**

- 6.1. None

### **7 LEGAL AND STATUTORY IMPLICATIONS**

Such an appointment shall not be made by the appointer until a) the appointer has notified the Proper Officer of the name of the person to whom the appointor wishes to make the offer and any other particulars which the appointor considers are relevant to the appointment; b) the Proper Officer has notified every member of the Cabinet of the authority of (i) the name of the person to whom the appointor wishes to make the offer; (ii) any other particulars relevant to the appointment; and (iii) the period within which any objection to the making of the offer is to be made by the Leader on behalf of the Cabinet to the Proper Officer.

### **8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**

- 8.1. None

### **9 CRIME AND DISORDER IMPLICATIONS**

- 9.1. None

### **10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**

- 10.1. None

### **11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**

- Candidate Information Packs (To Follow) - Exempt

### **12 BACKGROUND PAPERS**

12.1. None

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