

## BIRMINGHAM CITY COUNCIL

<b>Report to:</b>	Council Business Management
<b><u>Report of:</u></b>	Chief Executive
<b>Date:</b>	23rd June 2015
<b>Subject:</b>	Temporary Appointment to position of Acting Strategic Director Place
<b>Relevant Cabinet Member(s):</b>	Deputy Leader
<b>Corporate Priority Supported:</b>	All - good governance, strong leadership and high quality services

<b>1</b>	<b>Purpose of report</b>
<p>This report outlines a proposal to make an internal temporary appointment to the post of Acting Strategic Director Place. This is to address the immediate capacity gap created by the existing post holder departing the Council on 3/07/2012 in the efficiencies of the Council.</p> <p>The report outlines the proposed approach to the interim recruitment and the steps being taken to ensure that more permanent arrangements for the leadership of Place that are aligned with the future council plan are developed and implemented over the next 12 months.</p>	
<b>2</b>	<b>Decision(s) recommended</b>
<p>The Committee agree:</p> <p>2.1 The immediate initiation of an internal recruitment process to appoint to an Acting Director of Place Directorate which is open to all existing appropriately experienced and qualified Council officers to apply. This appointment to be for a maximum of 12 months</p> <p>2.2 To note that following consultation with the Chair of the Committee in the interests of expediency and to ensure a smooth handover with the departing Strategic Director that the initial invitation to apply process has commenced</p> <p>2.3 To arrange a meeting of the Chief Officer and Deputy Chief Officer Appointments, Dismissals and Service Conditions Sub-Committee for 26/06/15 to undertake the selection process to appoint an Acting Director of Place Directorate</p> <p>2.4 Note that in the next three months the Chief Executive will bring a report to CBM outlining proposals for the future long term senior leadership requirements for the Place Directorate and how these can be best addressed.</p>	
<b>3</b>	<b>Background</b>
<p>3.1 The current post holder for the position of Strategic Director Place will be leaving the Council in early July 2015 in the efficiency of the services of the Council. In order to contribute to financial savings over the last 5 years the capacity of senior management within the Council has reduced. The diminution in the number of posts at JNC level at circa 30% has broadly reflected that of the wider workforce resizing. There has however been a particular shrinkage in the number of posts providing direct support to the Chief Executive, at present there are three Strategic Director posts. Each of these posts have large portfolios with accountability for the leadership of broad strategic</p>	

agendas, service delivery and partnerships.

Over the last 12 months it has become evident that there is a challenge in ensuring there is the necessary capacity of strategic leadership within the Council to address the combination of significant scale, complexity and pace of change required.

3.2. The Place Directorate provides many of the frontline services that touch the day to day lives of citizens, with a workforce of over 4,000, a gross budget of £626m, a capital budget of circa £160m and a portfolio of responsibilities which includes accountability for:

- Council Housing - 65,000 properties
- Adult Life Long Learning Services - 20,000 learners
- Highway Services - 2,500 kilometres of road
- Refuse Collection and Street Cleansing - approx 1m transactions per week
- Regulatory Services (Licensing, Public Protection)
- Bereavement Services - 19 cemeteries, 3 crematoria
- Markets (Wholesale and Retail)
- District Services (Libraries, Advice, Community, Youth)
- Sport and Leisure - 400,000 members
- Parks and Nature Conservation - approx 600
- Private Sector Housing - 70,000
- Community Safety and Equalities

3.3 Over the next 6 months in addition to contributing to the development of the Future Council Programme the Place Directorate has a number of significant business priorities that need to be addressed. These include delivering the Fleet & Waste Management Service Improvement Plan, completing the roll out of the Wheeled Bin Programme, implementing and embedding the new Community Governance arrangements, managing the Leisure Transformation Programme, addressing the effectiveness of the Highways Contract and to achieve the planned financial savings of £19.5m for 2015-16. To enable these agendas to be addressed there is a need for there to be clear strong strategic leadership of the Directorate. It is therefore proposed that to ensure there is no vacuum in leadership an immediate internal recruitment exercise is undertaken to make a temporary appointment to the post of Acting Strategic Director Place.

3.4 To ensure there is an effective handover between the departing Strategic Director and the new temporary appointee the initial invitation to apply has commenced with all JNC officers within the Council invited to consider making an application. Constitutionally this is a Chief Officer appointment which is made by the Chief Officer and Deputy Chief Officer Appointments, Dismissals and Service Conditions Sub-Committee. It is requested that CBM constitute a meeting of this Committee for 26/06/15 to undertake the selection and appointment of a temporary Acting Strategic Director Place. It is proposed that the interim appointment should be for a maximum of 12 months and less if practicable.

3.5 During the coming months the Future Council Programme proposals will develop and this will include a clearer understanding of the Target Operating Model for the Council. This will inform the decisions regarding the permanent appointment to a Strategic Director of Place or alternative options. Any permanent appointment will be made by the Chief Officer and Deputy Chief Officer Appointments, Dismissals and Service Conditions Sub-Committee

**Job Purpose**

The overarching purpose of the role is:

To provide strategic leadership, vision and direction for the Place Directorate as it goes through transition required by the Future Council Programme.

To work with the Chief Executive, Strategic Directors, Departmental Leadership Teams, cabinet and other elected members to lead, plan, deliver and monitor the Council's place service priorities.

To support the leadership team, managers and staff within the Directorate to achieve all the Directorate priorities.

**Recruitment**

Applications will be sought by suitably experienced internal applicants. This will be an appointment Chief Officer and Deputy Chief Officer Appointments, Dismissals and Service Conditions Sub-Committee.

**Financial Implications**

Any costs associated with this appointment can be met from within the existing budget.

**Legal Implications**

The role falls within the scope of a non-statutory chief officer as defined by the Local Government and Housing Act (1989), and as such falls within the scope of The Council Business Management Committee.

**Contact Officer(s)**

Mark Rogers Chief Executive

**Attachments**

Job description & person specification: Strategic Director Place