

Report to Council

8 November 2022

Subject:	Arrangements for the Appointment of a Chief Executive
Director:	Kim Bromley-Derry MD/Commissioner
Contact Officer:	Victoria Lee Head of Human Resources victoria_lee@sandwell.gov.uk

1 Recommendations

- 1.1 That approval be given to the appointment of Shokat Lal to the positions of Chief Executive, Head of Paid Service, Returning Officer (RO) and the Electoral Registration Officer (ERO).

2 Reasons for Recommendations

- 2.1 Under the Local Authorities (Standing Order) (England) Regulation 2001 this appointment is reserved for full Council. Council Employment Procedure Rules provide for delegation to the Chief Officer Terms and Conditions Committee of all stages of recruitment prior to this approval.

3 Background

- 3.1 On 28th July 2022 the Chief Officers Terms and Conditions Committee approved recommendations to commence the process of appointment for a new Chief Executive for the Council. The Committee also approved that the Managing Director/Commissioner, Kim Bromley-Derry and Director of Business, Strategy and Change, with the Head of Human Resources and in consultation with the Leader, be authorised to work



with the engaged recruitment consults, Penna, to undertake all stages up to final interview.

- 3.2 The position was advertised widely, including an editorial spread in the Municipal Journal on 11th August 2022, with a closing date of 12th September 2022 for applications.
- 3.3 Nineteen applications were received. Longlisting was undertaken by the Managing Director/Commissioner with Penna and the Head of Human Resources, with six candidates progressing to first stage technical assessment interviews. These interviews were conducted by the Managing Director/Commissioner, with the Assistant Commissioner (Jim Taylor), Julie Towers (Managing Director, Penna) and Mark Lloyd, Chief Executive of the Local Government Association.
- 3.4 The Committee met on 4th October 2022 to undertake shortlisting and unanimously selected three candidates to proceed to final assessment, including final panel interview.
- 3.5 The final assessment stages included the following process:
 - A series of stakeholder panel meetings with individual candidates – Childrens and Young People; Senior Leadership Team; Trade Union Representatives; Partnership Panel; and a Wider Members Panel.
 - Psychometric profiling to assess leadership judgement.
 - A written exercise – two-side briefing for Members on the following question: *What does a good customer journey look like, and as Chief Executive how would you go about introducing this in Sandwell?*
 - A presentation to the interview panel (Committee) on the following question: *From the published data available, what are the three key weaknesses of the council, and how would you lead on their improvement as our Chief Executive?*
- 3.6 This final assessment stage culminated in panel interviews with the Chief Officer Terms and Conditions Committee on 20th October 2022.
- 3.7 Following these interviews and after careful consideration of candidate responses to Committee questions - alongside their written submissions, presentations, stakeholder panel feedback, psychometric profile summaries, and candidate references - the Committee unanimously



agreed to recommend that the Council offer the position to Shokat Lal, currently Executive Director of Core Services at Barnsley Metropolitan Borough Council.

4 Implications

Resources:	The financial implications of the decision made by the Committee will be assessed and included in future monitoring reports. Any additional costs arising in respect of the Chief Executive salary in year will be met from approved budgets and addressed as part of the Council budget for future years.
Legal and Governance:	The Council is required to follow relevant Council policies and procedures and comply with statutory requirements for this role.
Equality:	The recommendations contained within this report have not identified any issues which would discriminate against any disadvantaged or vulnerable persons. The recruitment exercise was in accordance with the Council's equal opportunities requirements
Health and Wellbeing:	There are no specific health and wellbeing implications arising from the contents of this report.
Social Value	There are no specific social value implications arising from the contents of this report.

5 Appendices

None

6 Background Papers

None

