

Agenda Item	10
Report No	HC/4/23

THE HIGHLAND COUNCIL

Committee: The Highland Council

Date: 9 March 2023

Report Title: Executive Officer Recruitment Update

Report By: Interim Chief Executive

1. Purpose/Executive Summary

- 1.1 Recruitment is currently taking place to the permanent post of ECO - Finance and Resources. Members are asked to approve the composition of the Member recruitment panel for this appointment and to agree that this composition should be used for the Recruitment Panel for all Chief Executive, Depute and ECO permanent appointments, thereby avoiding the requirement and potential delay of bringing a report to Council when each recruitment occasion arises.
- 1.2 This report also provides an update on recent interim appointments.

2. Recommendations

- 2.1 Members are asked to:
- i. Agree the composition for the recruitment panel for Depute Chief Executive and ECO posts.
 - ii. Note the appointment of the following interim positions: Chief Executive, Depute Chief Executive and Head of Finance/Section 95 Officer as outlined in Section 5 of the report.

3. Implications

- 3.1 Legal – the proposals comply with statutory/legal requirements.
- 3.2 Risk – there is a risk of delay in the recruitment process if there is a requirement to come to Council to agree the composition of the recruitment panel on each occasion a senior vacancy arises.
- 3.3 Resource, Community (Equality, Poverty, Rural and Island), Climate Change / Carbon Clever / Gaelic – there are no implications arising as a consequence of this report.

4. Composition of Member Appointment Panel

- 4.1 The Scheme of Delegation requires that the Council makes permanent appointments for the top three tiers of the Council Senior Management Structure – the Chief Executive, the Depute Chief Executive and Executive Chief Officers. The arrangements set out below discharge that requirement on the basis of the Council delegating that authority to a Recruitment Panel.

All other permanent appointments are made at officer level according to the Council's approved recruitment policies and procedures.

- 4.2 The Council meeting on 8 December 2022 approved a Member appointment panel to recruit to the permanent Chief Executive position. This panel comprises the following 7 Members: Convener; Leader of the Council; 2 Senior Strategic Chairs; Leader of the Official Opposition; Leader of the Scottish Conservative and Unionist Group, and one additional member of the Official Opposition. The Convener is the Chair of the panel.

Where a designated panel member is unable to attend, they may nominate a substitute. Training is provided to all Panel Members who have not already been involved in an interview process and also available, on a refresher basis, to those that have.

- 4.3 It is proposed that the same composition should be used when recruiting to the permanent Depute Chief Executive and Executive Chief Officer (ECO) positions.

5. Recent appointments to interim senior posts

- 5.1 Members are asked to note that the following interim appointments have been made:

- Kate Lackie to Interim Chief Executive;
- Malcolm MacLeod to Interim Depute Chief Executive; and
- Brian Porter to the Interim Head of Finance/ Section 95 Officer.

6. Looking Ahead

- 6.1 The recruitment process for the permanent Chief Executive position is about to be initiated, as approved by the Council on 22 December 2022. The ECO Finance and Resources permanent vacancy closed on 24 February and the recruitment process for the permanent Head of Finance is about to commence.
- 5.2 Recruitment to cover the ECO Performance and Governance and ECO Infrastructure Environment and Economy posts on an interim basis is underway. Members are asked to note that the Interim Depute Chief Executive will continue to cover economic development responsibilities during this period.

Designation: Chief Executive

Date: 25 February 2023

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