

**ANGUS COUNCIL**

**ROADS COMMITTEE – 7 MARCH 2002**

**APPOINTMENT OF DIRECTOR OF ROADS**

**JOINT REPORT BY CHIEF EXECUTIVE AND DIRECTOR OF LAW & ADMINISTRATION**

**ABSTRACT**

This report recommends the process which should be followed to select a candidate for appointment to the Director of Roads post.

**1 RECOMMENDATION**

The Committee agree the proposed arrangements set out in this report for the selection and appointment of a Director of Roads

**2 INTRODUCTION**

Reference is made to Report No 1432/01 to the meeting of Angus Council on 13 December 2001. Following consideration of that report the Council agreed that the Director of Roads post be advertised at a salary level of CO34, currently £61251 per annum.

The post has subsequently been advertised and the closing date was 1 March.

Under the terms of Standing Order 47(2) the appointment of Chief Officers shall be made by the Standing Committee responsible for the supervision of the service concerned and accordingly it is the responsibility of this Committee to appoint a new Director of Roads.

**3 SELECTION PROCESS**

It is proposed that the selection process comprise a sequence of two interviews, the first reducing a longlist to a shortlist for final consideration by the Committee.

It is proposed that a longleet panel comprising the Convener and Vice Convener of this Committee, the Chief Executive, the Personnel Manager, the Director of Finance and an independent "expert" experienced in Roads matters who would provide an assessment of candidates on technical issues, be convened to select a longleet of candidates, interview and reduce to a shortleet for the Roads Committee to make an appointment.

It is suggested that the longleet of interviews take place on 26 March and the shortleet interviews on 27 March.

This approach offers officers an opportunity to pursue in detail managerial and technical questions in a way which is not always possible within a full Committee interview context. Furthermore it allows the longleet of candidates to be filtered with Committee then able to make their decision from the strongest candidates in the field.

All those included in the longleet would be required to submit a written piece of work prior to their interview with those who are shortleeted required to make an oral presentation, on the same subject, to the Roads Committee.

**4 FINANCIAL IMPLICATIONS**

There are no financial implications associated with the terms of this report.

## **5 HUMAN RIGHTS IMPLICATIONS**

There are no human rights implications associated with the terms of this report.

## **6 CONSULTATION**

The Director of Finance has been consulted on the terms of this report.

**A B Watson**  
**Chief Executive**

**Catherine Coull**  
**Director of Law & Administration**

HR/PersMan

### **Note**

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.