

ANGUS COUNCIL

ROADS COMMITTEE

2 MAY 2002

APPOINTMENT OF HEAD OF ROADS INFRASTRUCTURE SERVICES
INTERVIEWING ARRANGEMENTS

JOINT REPORT BY CHIEF EXECUTIVE AND DIRECTOR OF ROADS

ABSTRACT

This report recommends the process to be followed to select a candidate for appointment to the vacant Head of Roads Infrastructure Services post following the appointment of the previous postholder as Director of Roads.

1 RECOMMENDATION

It is recommended that the Committee agree that Option B detailed in this report be adopted for the selection and appointment of a Head of Roads Infrastructure Services.

2 INTRODUCTION

Following appointment to the post of Director of Roads, the Director now wishes to make an appointment to his previous post of Head of Roads Infrastructure Services.

Under the terms of Standing Order 48(2) the appointment of “second tier” 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 make such an appointment. This report puts forward two options for the interviewing process and recommends a slightly simplified procedure compared to the arrangements which were adopted for the appointment of the Director of Roads.

3 DETAILS

Standing Order 48(2) places the responsibility for making the appointment with “the Standing Committee responsible for the supervision of the service concerned” – in this case the Roads Committee. This requires the full Committee to be involved in the interviewing process as was the case for the appointment of the Director of Roads.

There is however scope to adopt a slightly simplified procedure to narrow the field from the longleet to a shortleet for the Committee’s consideration.

The following options are considered:-

Option A

As with the selection process for the Director of Roads, the process would comprise a sequence of two interviews, the first reducing a longlist to a shortlist for final consideration by the Committee.

The longlist panel comprising the Convener and Vice Convener of this Committee, the Director of Roads and the Personnel Manager would be convened to select a longlist of candidates, interview and reduce to a shortlist for the Roads Committee to interview and make an appointment.

This approach offers 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 longlist of candidates to be filtered with the Committee then able to make their decision from the strongest candidates in the field.

It would be left to the Convener to agree an appropriate date or dates for both the longlist and shortlist interviews.

Option B

This option would be similar to Option A above but in this case the longlist panel would comprise only the Director of Roads and the Personnel Manager. This simplified procedure would reduce the commitment of time required by the Convener and Vice Convener.

In this case the Convener would agree an appropriate date for the shortlist interviews and the Director of Roads would fix a date for the longlist interviews in liaison with the Convener.

It is proposed that Option B be adopted for the Appointment of the Head of Roads Infrastructure Services.

4 **FINANCIAL IMPLICATIONS**

There are no additional 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, the Director of Law & Administration and the Personnel Manager have been consulted on the terms of this report.

A B Watson
CHIEF EXECUTIVE

Ronnie McNeil
DIRECTOR OF ROADS

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.

RWM/JSG
17 April 2002
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