
Meeting: Council
Date: 16 July 2009
Subject: Chief Executive Appointment
Report of: Leader of the Council/Chairman of Appointments Sub-Committee
Summary: The report seeks the approval of Council to the appointment of a Chief Executive and Head of Paid Service for Central Bedfordshire Council, in accordance with the recommendation of the Appointment Sub-Committee.

Advising Officer: Gordon McFarlane - Acting Assistant Director - HR & OD
Contact Officer: Rachel Hobbs – Head of Resourcing
Public/Exempt: Public
Wards Affected: ALL
Function of: Council

RECOMMENDATIONS:

That the Council endorses the recommendation of the Appointments Sub-Committee held on Tuesday, 7 July 2009 to appoint Mr Richard Carr to the post of Chief Executive (Head of Paid Service) of Central Bedfordshire Council.

Background

1. Central Bedfordshire Council advertised the post of Chief Executive in May 2009. A comprehensive and intensive selection process, consisting of a range of assessments, was used to assess carefully potential candidates against the criteria for the post.
2. 22 applications were considered by the members of the Appointments Sub-Committee on 28 May 2009 and an agreed list of 9 candidates were long listed and invited to take part in a technical interview with the appointed senior resourcing specialists.
3. On 26 June 2009 the members of the Appointments Sub-Committee considered the outcomes of the initial technical interviews and agreed a final short list of 5 candidates who were invited to take part in the final assessments.

4. Final assessments included an in-tray exercise, psychometric profiling, media assessment, mock Cabinet exercise, stakeholder discussion, Director discussion, presentation and final formal interview.
5. Prior to the final assessments held on 6 and 7 July 2009, 1 out of the 5 final candidates withdrew their application.
6. At its meeting on 7 July 2009 the Appointments Sub-Committee considered all aspects of the selection process against the criteria for the role and unanimously decided to recommend to full Council the appointment of Mr Richard Carr at the advertised salary of £185k per annum. The Appointments Sub Committee comprised Cllr Mrs Patricia E Turner MBE (Chairman), Cllr Maurice R Jones, Cllr Mrs Jane G Lawrence, Cllr P Snelling (substitute for Cllr P Blaine) and Cllr Richard Stay.
7. Mr Richard Carr is currently the Chief Executive of Wolverhampton City Council. Central Bedfordshire will be the seventh Council that Mr Carr has worked for and the fourth he has led as Chief Executive. His career has straddled district councils, a county council, a London borough and most recently a unitary metropolitan council. In 1995, he was appointed Chief Executive of East Cambridgeshire District Council and then took the role at Aylesbury Vale District Council in 2000. He joined Wolverhampton City Council in 2006.
8. Subject to Council endorsement, Mr Richard Carr will be available to take up the appointment later this year.

CORPORATE IMPLICATIONS

Council Priorities:

The Chief Executive will have overall responsibility for the running of the Council and accordingly will have a direct contribution to all corporate priorities.

Financial:

Budget provision exists and there are no additional financial implications.

Legal:

There are no legal issues arising from this report and the Council has the legal power to appoint to this post.

Risk Management:

There are no risk management issues arising from this report.

Staffing (including Trades Unions):

There are no staffing issues arising from this report.

Equalities/Human Rights:

There are no equalities/human rights issues arising from this report.

Community Safety:

There are no community safety issues arising from this report.

Sustainability:

There are no sustainability issues arising from this report.