



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 1.10

Appointment of the Interim Chief Executive

To: Cambridgeshire and Peterborough Combined Authority Board

Meeting Date: 27 June 2022

Public report: Yes

This report contains an appendix which is exempt from publication under Part 1 of Schedule 12A of the Local Government Act 1972, as amended, in that it would not be in the public interest for this information to be disclosed (information relating to the identify of an individual). The public interest in maintaining the exemption outweighs the public interest in publishing the appendices.

Lead Member: Mayor Dr Nik Johnson

From: Karen Grave, Interim Assistant Director of HR

Key decision: Yes

Forward Plan ref: KD2022/028

Recommendations: The Combined Authority Board is recommended to:

- a) Note the contents of this report.
- b) To receive and agree the recommendation made by the Members of the Employment Committee at the meeting on 24 June 2022 that the preferred candidate be appointed to the position of Interim Chief Executive/Head of Paid Service for the Combined Authority with effect from a start date to be agreed by the preferred candidate and the Interim Assistant Director of HR.

Voting arrangements: A simple majority of all voting Members of the board present.

1. Purpose

- 1.1 The purpose of this report is to update Members on the proposed appointment of an Interim Chief Executive, following consideration of this issue by the Employment Committee (EC) of the Combined Authority at its meeting on 24 June 2022 and to consider the recommendation of that committee accordingly. The meeting was chaired by Mayor Dr Nik Johnson.
- 1.2 The post of Chief Executive is a key strategic post that leads the Cambridgeshire and Peterborough Combined Authority and is required to oversee the delivery of the organisational priorities for the Combined Authority. The Chief Executive is the Head of Paid Service and has overall responsibility for the management and coordination of the employees appointed by the Combined Authority.
- 1.3 Appendix 1 is exempt from publication as it contains the identity of the preferred candidate. The exemption is applied in order to enable the preferred candidate time to communicate their departure to the staff within their current organisation.

2. Background

- 2.1 The recruitment process adopted for this Interim Appointment has already been considered at the Extraordinary Board meeting which commenced on May 20th 2022. And an additional paper was issued on the continuation of that meeting on 8th June 2022. Both of these meetings were held in private session.
- 2.2 A shortlisted pool of candidates was proposed based on shortlisting criteria presented to the CPCA Board. These criteria and the overarching process had input from constituent authority Chief Executives.
- 2.3 Out of a shortlisting of 4 candidates, 3 proceeded to the assessment centre held as part of the Employment Committee meeting on 24th June. The 4th candidate took himself out of the process.
- 2.4 The assessment centre comprised a series of events. Each candidate attended a formal interview with EC members and 2 additional stakeholder engagement. One of the panels comprised the CEX's of CPCA constituent authorities and the other senior CPCA staff, CPCA non-voting Board members and external partners. In addition, each candidate met CPCA staff over lunch.
- 2.5 All of the panels were scored. At the end of each panel sessions participants took the opportunity to discuss and score each candidate.
- 2.6 The chairs of the CEX and Partner/Staff stakeholder panel were invited to join a formal EC meeting after the assessment centre has completed to deliver their feedback. Following discussions EC formally voted on a preferred candidate and the Chair of EC will recommend this candidate to Board on 27th June 2022.
- 2.7 The role of Chief Executive is currently appointed to Paul Raynes on an Acting basis (and this was a unanimous vote of CPCA Board taken in exempt session at the conclusion of an Extraordinary Board meeting which started on May 20th and concluded on 9th June). These arrangements will continue until the start date of the preferred candidate (if confirmed in appointment by this board). That start date is expected to be the beginning of July 2022.

3. Financial Implications

3.1 This appointment involves a daily rate in the region of £1350 plus VAT.

4. Legal Implications

4.1 None at this point.

5. Other Significant Implications

5.1 None.

6. Appendices

6.1 Appendix 1 (Exempt) - Name of Preferred Candidate.

7. Background Papers

7.1 None