



Combined Authority Board		Agenda Item
29 November 2023		16
Title:	Statutory and Senior Appointments	
Report of:	Rob Bridge, Chief Executive Officer	
Lead Member:	Mayor Dr Nik Johnson	
Public Report:	Yes	
Key Decision:	No	
Voting Arrangements:	A simple majority of Members present and voting. To be carried, the vote must include the vote of the Mayor, or the Deputy Mayor when acting in place of the Mayor.	

Recommendations:	
A	Note the contents of this report.
B	To note the recommendation made by the Members of the HR Committee at the meeting on 16 March 2023 that the preferred candidate be appointed to the position of Executive Director (Place and Connectivity).
C	Delegate to the Chief Executive the function of agreeing with the successful candidates the terms and conditions of appointment, including associated start date and any other requirements and actions necessary to finalise arrangements.
D	To note that the recruitment for the position of Director of Legal and Governance led to no appointment being made.

Strategic Objective(s):	
The proposals within this report fit under the following strategic objective(s):	
	Achieving Best Value and High Performance

1. Purpose	
1.1	To outline the process and for the board to note the preferred candidate for the appointment of the Executive Director Place and Connectivity and to note the recruitment process for the Director of Legal and Governance. This follows consideration of this issue by the HR Committee (HRC) of the Combined Authority at its meeting on 16 November 2023. Board members are asked to note the recommendation made by the Members of the HR Committee that the preferred candidate be appointed to the position of Executive Director (Place and Connectivity).

2. Proposal

2.1	The post is a senior strategic role within the Cambridgeshire and Peterborough Combined Authority and required to oversee the delivery of organisational priorities for the Combined Authority. The role reports to the Chief Executive Officer and is a member of the senior team with responsibility for the management and coordination of the employee within the Combined Authority.
2.2	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.

3. Background

3.1	The recruitment process adopted for both roles is being led by the Chief Executive and Executive Director Resources and Performance (s73 Officer).
3.2	Penna Executive recruitment agency had been appointed to support the Combined Authority with the search elements of the recruitment process through to the selection of the recommended candidates.
3.3	A shortlisted pool of candidates was proposed by Penna at the HR Committee held on the 10 November 2023. At this meeting a decision was made to invite 3 candidates for final interview in respect of the Executive Director Place and Connectivity position and 3 candidates in relation to the Director Legal and Governance.
3.4	The candidates attended a formal interview with HRC members on the 16 November 2023. Additionally, stakeholder engagement took place with the candidate comprising a number of CEX's of CPCA constituent authorities. Other key CPCA staff and external partners engaged with the candidate between 14-16th November 2023. At the end of the stakeholder session participants took the opportunity to discuss and give feedback for the candidate which was shared with the HRC on 16 November 2023.
3.5	HRC formally voted on their preferred candidate for each post, which is contained within the Exempt Appendix 1. To note, the recruitment for the position of Director of Legal and Governance led to no appointment being made.

4. Appendices

4.1	EXEMPT Appendix A – Names of Preferred Candidates
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5. Implications

Financial Implications

5.1	It has been confirmed that budget provision has been made for the positions within the staffing establishment budget. There are no additional financial implications.
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Legal Implications

5.2	This post is an Employment Committee (now referred to as HR Committee) appointment in line with the criteria set out in the Officer Employment Procedure Rules, and will be recruited to in accordance with those Procedure Rules
5.3	Chapter 12 Rule 2.1 of the constitution-Terms of Reference for the Employment Committee provides: The functions of the Employment Committee (now referred to as HR Committee) are: (a) To make recommendations to Combined Authority Board on the appointment of the Head of Paid Service (Chief Executive), Monitoring Officer and Chief Finance Officer ("the statutory officers"). (b) To appoint chief officers.

5.4	<p>Chapter 18, Rule 3.1(f) of the Constitution provides that:</p> <p>(a) The Combined Authority Board will approve the appointment of the Head of Paid Service (Chief Executive), the Monitoring Officer and the officer with the responsibilities set out in section 73(1) of the Local Government Act 1985 (Chief Finance Officer) (“the statutory officers”) following the recommendation of the Committee.</p> <p>(b) Appointments of Chief Officers will be made by the Committee.</p>
Public Health Implications	
5.5	None
Environmental & Climate Change Implications	
5.6	None
Other Significant Implications	
5.7	None
Background Papers	
5.8	None