



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Agenda Item No: 1.6

Senior Appointment

To: Cambridgeshire and Peterborough Combined Authority Board

Meeting Date: 22nd March 2023

Public report: This appendix is exempt from publication under Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed: information relating to an individual; information which is likely to reveal the identity of an individual and the financial or business affairs of any particular person (including the authority holding that information). The public interest in maintaining the exemption is deemed to outweigh the public interest in its publication.

Lead Member: Mayor Dr Nik Johnson

From: Nick Bell, Executive Director, Resources and Performance (s73)

Key decision: No

Forward Plan ref: n/a

Recommendations: The Combined Authority Board is recommended to:

- a) Note the contents of this report.
- b) Receive and agree the recommendation made by the Members of the Employment Committee at the meeting on 20th March 2023 that the preferred candidate be appointed to the position of Chief Executive.
- c) Delegate to the Interim Chief Executive the function of agreeing with the successful candidate the terms and conditions of appointment, including associated start date and any other requirements and actions necessary to finalise arrangements.

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.

1. Purpose

- 1.1 The purpose of this report is to outline the process and seek approval for the appointment of the Chief Executive Officer. This follows consideration of this issue by the Employment Committee (EC) of the Combined Authority at its meeting on 20 March 2023. Board members are asked to consider, and agree the recommendation made by the Members of the Employment Committee that the preferred candidate be appointed to the position of Chief Executive.
- 1.2 The Chief Executive post is a key strategic role within the Cambridgeshire and Peterborough Combined Authority and is required to oversee the delivery of the organisational priorities for the Combined Authority. The Chief Executive leads the senior team and has responsibility for the management and coordination of the employees of 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 appointment has already been delegated to the interim Chief Executive at the Combined Authority Board meeting which was held on 19 October 2022.
- 2.2 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.
- 2.3 A shortlisted pool of candidates was proposed by Penna at the Employment Committee held on the 14 March 2023. At this meeting a decision was made to invite one candidate for final interview in respect of the Chief Executive position.
- 2.4 The candidate attended a formal interview with EC members on the 20 March 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 on the 15 March 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 EC on 20 March 2023.
- 2.5 EC formally voted on their preferred candidate, which is contained within the Exempt Appendix 1.

Significant Implications

3. Financial Implications

- 3.1 It has been confirmed that budget provision has been made for the CEO position within the staffing establishment budget. There are no additional financial implications.

4. Legal Implications

- 4.1 This post is an Employment 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
- 4.2 Chapter 12 Rule 2.1 of the constitution-Terms of Reference for the Employment Committee provides:
The functions of the Employment 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.
- 4.3 Chapter 18, Rule 3.1(f) of the Constitution provides that:
 - (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.
 - (b) Appointments of Chief Officers will be made by the Committee.

5. Public Health Implications

- 5.1 Not applicable.

6. Environmental and Climate Change Implications

- 6.1 Not applicable.

7. Other Significant Implications

- 7.1 Not applicable.

8. Appendices

- 8.1 EXEMPT Appendix 1: – Names of preferred candidates

9. Background papers

- 9.1 No additional papers.