

EAST RENFREWSHIRE COUNCIL24 April 2024Report by Director of Business Operations & PartnershipsCHIEF OFFICER RECRUITMENT**PURPOSE OF REPORT**

1. The purpose of this report is to put arrangements in place to ensure continuity and stability within the Environment department and seek Council approval for an Appointments Committee for the Head of Environment Operations post.

RECOMMENDATION

2. It is recommended that the Council:
- notes the notice of retirement of the Head of Environment Operations by 18 October 2024;
 - provide nominations to the Appointments Committee;
 - delegate to the Head of HR & Corporate Services, in consultation with the Director of Environment to make the necessary arrangements for this recruitment; and
 - authorises the Director of Environment to put in place appropriate interim management arrangements for the Department.

BACKGROUND

3. In the Environment department the Head of Environment Operations has intimated his intention to retire by 18 October 2024. Andrew Corry started his career in local government and was with East Renfrewshire Council at its inauguration in 1996. Leaving for a period in private sector he returned to East Renfrewshire Council in 2005 and has worked here since making significant contributions to a number of areas. Andrew is highly regarded and well known within the Council and also by colleagues across Local Government and Government; having been at the forefront of setting up the Clyde Valley Project (a collaboration across five local authorities that was the first of its type in Scotland in diverting non-recyclable waste from landfill to generating low carbon energy). He initiated plans for recycling of waste leading the way to East Renfrewshire becoming the top Council at recycling, a title which was held for many years, with many other council's following his approach.

4. There is a requirement to proceed with the recruitment for this post and setting up of the Appointments Committee ahead of summer recess to minimise the impact to the services.

5. Over the coming months there will be many opportunities to thank the Head of Service for their commitment to East Renfrewshire. The purpose of this paper is to agree the process for recruitment.

RECRUITMENT

6. The three Heads of Service remits in Environment are:

- Head of Environment Operations
- Head of Housing and Property
- Head of Place

The Head of Environment Operations is responsible for a portfolio of services which currently include: Roads, Waste and street/road Cleansing, Parks, Fleet and Prevention Services including Environmental Health and Trading Standards.

7. Approval is sought for the recruitment of the Head of Environment Operations post. The recruitment timetable is as follows:

Post advertised:	26 April 2024
Closing date:	19 May 2024
Shortlisting by Interview Committee:	30 May 2024
Shortlist by Assessment Centre:	7 June 2024
Interview date:	18 June 2024

8. The Appointments Committee, comprising 5 Elected Members, should be established to shortlist and interview candidates, and to make an appointment to the post. If for any reason a member of the Appointments Committee is unable to attend then the appointment of a substitute can be made.

9. The assessment centre will focus on ensuring the candidates have the correct skills mix to be considered for appointment by the Committee.

10. If for any reason a successor is not in place by the time the Head of Service retires the Director of Environment will put in place interim management arrangements to ensure stability and continuity within the service and council until such time as a suitable replacement can be recruited.

FINANCIAL IMPLICATIONS

11. There are no additional financial implications as one Head of Service is retiring. All costs associated with the recruitment processes will be found from within existing budgets.

CONSULTATION AND PARTNERSHIP WORKING

12. The Trade Union have been made aware of this proposed recruitment process.

RECOMMENDATION

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Louise Pringle
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BACKGROUND PAPERS:

None

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