

SENIOR MANAGEMENT APPOINTMENT COMMITTEE

Minutes of a Remote meeting held on 2nd December, 2025.

The Committee agenda is available [here](#).

The recording of the meeting is available [here](#).

Present: Councillor L. Burnett (Chair); Councillor B.E. Brooks (Vice-Chair), Councillors G.D.D. Carroll, E. Goodjohn, Dr. I.J. Johnson and E. Williams.

495 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Head of Democratic Services read the following statement: “May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing”.

496 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 27th October, 2025 be approved as a correct record.

497 DECLARATIONS OF INTEREST –

No declarations of interest were received.

498 RECRUITMENT TO DIRECTOR OF ENVIRONMENT AND HOUSING (CX) –

The Chief Executive presented the report and reminded the Committee that they previously met on 15th July, 2025 to approve recruitment arrangements for this position following the retirement of the previous postholder, which resulted in an external recruitment campaign. He advised that following an initial round of interviews, a suitable candidate was not identified, to which the Committee were notified on 14th October, 2025.

He shared that whilst interim arrangements were in place, there was a need for a Director to lead the service as it was currently amidst a period of transformation, needing to respond to wider challenges whilst also providing critical services to the public within the public realm. He noted that to advertise the position externally again would not be a good use of public money and that there would likely be a similar outcome to the previous recruitment campaign, whilst noting this was an opportunity for development and succession planning within the Council as it would allow the successful postholder to develop their knowledge and skills, alongside someone to develop whilst backfilling their substantive post.

The Leader indicated that the area was currently changing the way services were being delivered in this area, and that a potential secondment allowed for different models to be tested; to which the Chief Executive responded that there were pressures such as a reducing budget being experienced by the Directorate, and that it was an exciting yet challenging time to work with partners differently to provide services.

Councillor Dr I.J. Johnson noted the need for urgency and the situation of being unable to fill the position despite previous attempts through an external exercise and sought clarification on the Committee's role in the process moving forward, alongside an understanding of lessons learned from previous similar exercises. The Chief Executive responded that the Committee would be involved in the normal means such as interviewing and receiving a presentation from the shortlisted candidate and formally agreeing the appointment, and shared there were lessons learned from previous internal secondment exercises including how the Council maximised the skills and expertise in a leadership space and how this created a pipeline of development opportunities within the service area.

Councillor Carroll agreed with the proposed approach to recruitment as it allowed for candidates to be considered who may be capable but had limited experience in undertaking the role.

Councillor Goodjohn requested that, if possible, more than one candidate be brought to Committee to allow for an element of comparison and choice but understood this would depend upon the number and quality of applicants.

Councillor Dr. I.J. Johnson sought clarity on timescales and was advised it was hoped that the advert would be live later in the week, that the management team within the Directorate and other Heads of Service were aware, and that they would like it to be undertaken as quickly as possible.

The Job Description and Person Specification for the post were included in the Recruitment Pack which was attached to the report as Appendix A.

Following consideration of the report, it was

RESOLVED – T H A T the content of the report be noted and that the post of Director of Environment and Housing be advertised internally on an interim basis of 18 months.

Reason for decision

To allow for recruitment to the vacant post.