

SENIOR MANAGEMENT APPOINTMENT COMMITTEE

Minutes of a Hybrid meeting held on 9th January, 2026.

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

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

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

Also present: Councillor R.M. Birch (Cabinet Member for Education, Arts and the Welsh Language).

545 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”.

546 APOLOGY FOR ABSENCE –

This was received from Councillor B.E. Brooks (Vice-Chair).

547 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 18th December, 2025 be approved as a correct record.

548 DECLARATIONS OF INTEREST –

No declarations of interest were received.

549 RECRUITMENT TO HEAD OF STRATEGY, COMMUNITY LEARNING & RESOURCES (CX) –

The Head of Human Resources and Organisational Development presented the report which sought approval for the Head of Strategy, Community Learning and Resources position to be advertised following the internal promotion of the current postholder. They advised that this would be an internal and external recruitment campaign for 2 weeks, seeking to find either a secondment or fixed term

appointment for 18 months, with initial interviews being held on 28th January, 2026 ahead of this Committee interview on 2nd February, 2026.

Councillor Dr. I.J. Johnson agreed the timescales seemed sensible, but sought to understand the potential impact of the potential notice period of an external appointment, to which the Head of Human Resources and Organisational Development responded that there were number of potential scenarios, with this being considered after appointment following the interview process, and that for external appointments, they would seek to work with the appointee to see if they could expedite the notice period. The Leader advised that the Council had a strong history of growing its own, and that if it was an internal appointment, it would be able to flex to make it happen as an organisation.

RESOLVED –

(1) T H A T the content of the report be noted and that recruitment to the post of Head of Strategy, Community Learning and Resources be progressed on an interim basis until 1st August, 2027 (18 months).

(2) T H A T in pursuance of Resolution (1), delegated authority be granted to the Chief Executive, in consultation with the relevant Cabinet Member, Service Director and Head of Human Resources and Organisational Development to progress:

- a. advertising the position, to include producing a recruitment pack and progressing any necessary amendments to the current job description and person specification;
- b. progressing the necessary arrangements for long-listing and any necessary assessment of candidates in advance of shortlisting, should this be considered appropriate and necessary;
- c. drawing up a final short-list for interviews, the interviews of which would be undertaken by future meetings of this Committee, and to;
- d. agree costings and resource requirements relating to the processes required to pursue the recruitment and selection processes.

Reasons for decisions

(1) To allow commencement of the recruitment process to the post.

(2) To allow all the necessary arrangements to be made at pace and as appropriate and to allow further consideration by this Committee as the recruitment process was progressed.