

**NORTH SOMERSET COUNCIL
DECISION**

DECISION OF: COUNCILLOR DAVID PASLEY, EXECUTIVE MEMBER
FOR HUMAN RESOURCES, ASSET MANAGEMENT, CAPITAL
PROGRAMME AND TRANSFORMATION PROGRAMME
WITH ADVICE FROM: PAUL MORRIS, HEAD OF HUMAN RESOURCES
DIRECTORATE: CORPORATE SERVICES



DECISION NO: 2018/2019 CSD51

SUBJECT: RECRUITMENT SUPPORT SERVICES

KEY DECISION: NO

BACKGROUND: Quotations have been sought from suitably experienced companies to provide executive search, recruitment and selection support services to help secure permanent appointments to the Chief Executive and Head of Finance & Property roles.

DECISION: To appoint Penna Plc to provide executive search and recruitment and selection support services to help secure permanent appointments to the Chief Executive and Head of Finance & Property roles.

REASONS: The quotations have been assessed against the specification for the services required and the proposal provided by Penna is the best match against the requirements and is the most economically advantageous tender.

OPTIONS

CONSIDERED: Consideration has been given to progressing the recruitment process without the use of specialist external support. However, the pool of potential candidates with relevant knowledge, skills and experience for the Chief Executive and Head of Finance & Property posts is limited and executive search services are required to attract suitably qualified and experienced candidates.

FINANCIAL

IMPLICATIONS: The cost of specialist executive search and associated recruitment support and advice services for both roles is circa £27,000. There will be costs associated with advertising these roles and undertaking an assessment of shortlisted candidates against the job and person specifications, however these costs would normally be incurred irrespective of the use of external specialist advice services. All costs will be met from within existing approved revenue budgets.

LEGAL POWERS AND IMPLICATIONS: N/A

CONSULTATION: Senior managers are aware of the proposal and are supportive.

RISK MANAGEMENT: There is a risk that we will be unable to attract suitably qualified and experienced candidates, however this risk will be mitigated by the use of specialist external support.

EQUALITY IMPLICATIONS: Recruitment and selection processes will be undertaken in accordance with the council's requirements which are designed to include equality considerations.

CORPORATE IMPLICATIONS: It is important to secure suitably qualified and experienced candidates to these roles so that the council continues to be well placed to meet current and future challenges.

BACKGROUND PAPERS: Employment Committee Report 14th May 2018

SIGNATORIES:

DECISION MAKER

Signed: *Harley*

Title: *Executive Member*

Date: *8th August 2018*

WITH ADVICE FROM:

Signed: *P.A. M.*

Title: *HEAD OF HR*

Date: *8th August 2018*

Footnote: Details of changes made and agreed by the decision taker since publication of the proposed (pre-signed) decision notice, if applicable: