Notice of Extraordinary Meeting of the

ASSEMBLY

to be held on Monday, 26 March 2018
commencing at 6:30 pm in the
Council Chamber, Town Hall, Barking

To all Members of the Council of the London Borough of Barking and Dagenham

Date of publication: 15 March 2018

Chris Naylor
Chief Executive

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Please note that this meeting will be webcast, which is a transmission of audio and video over the internet. Members of the public who attend the meeting and who do not wish to appear in the webcast will be able to sit in the public gallery on the second floor of the Town Hall, which is not in camera range.

To view webcast meetings, go to https://www.lbbd.gov.uk/council/councillors-and-committees/meetings-agendas-and-minutes/overview/ and select the meeting from the list.

AGENDA

1. **Apologies for Absence**

2. **Declaration of Members' Interests**

   In accordance with the Council’s Constitution, Members are asked to declare any interest they may have in any matter which is to be considered at this meeting.

3. **Senior Leadership Appointment - Director, Inclusive Growth (Pages 3 - 5)**

4. **Senior Leadership Appointment - Director, People and Resilience (Pages 7 - 9)**

5. **Any other public items which the Chair decides are urgent**

6. **To consider whether it would be appropriate to pass a resolution to exclude the public and press from the remainder of the meeting due to the nature of the business to be transacted.**

   **Private Business**

   The public and press have a legal right to attend Council meetings such as the Assembly, except where business is confidential or certain other sensitive information is to be discussed. The list below shows why items are in the private part of the agenda, with reference to the relevant legislation (the relevant paragraph of Part 1 of Schedule 12A of the Local Government Act 1972 as amended). *There are no such items at the time of preparing this agenda.*

7. **Any confidential or exempt items which the Chair decides are urgent**
SEATING PLAN FOR THE ASSEMBLY
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**EXTRAORDINARY MEETING OF THE ASSEMBLY**

26 March 2018

| Title: Senior Leadership Appointment - Director, Inclusive Growth |
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**Report of the Chief Executive**

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<tr>
<th>Open Report</th>
<th>For Decision</th>
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<td><strong>Wards Affected:</strong> None</td>
<td><strong>Key Decision:</strong> No</td>
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**Report Author:** Gail Clark, Head of Workforce Change

**Contact Details:**
Tel: 020 8227 3543
E-mail: gail.clark@lbfd.gov.uk

**Accountable Director:** Chris Naylor, Chief Executive

**Summary**

It was agreed at the JNC Salaries and Conditions Panel on 31 October 2017 that the separate posts of Strategic Director, Growth and Homes, and Commissioning Director, Growth, Homes and Regeneration, be deleted. A permanent post of Director, Inclusive Growth was created. It was also agreed that the post of Director, Inclusive Growth should be filled on a permanent basis.

An intensive search and selection process has been undertaken supported by Penna Executive Recruitment Agency who were engaged following a tender for executive search and selection services. The commissioning of Penna in December 2017 was designed to work to a timetable for interviews in early March 2018. The post was advertised on both the Council’s and Penna’s website.

The search focused on candidates with a range of experience across strategy, policy and economics, with an understanding of the broad ‘place shaping’ agenda and how it impacts on the lives of the residents of Barking and Dagenham. It also focussed on candidates who grasp the importance of, and synergies between strategies such as employment and skills strategy, industrial strategy, housing and energy policy.

On 5 March 2018 the JNC Appointments Panel met to interview candidates for the post of Director, Inclusive Growth. They unanimously agreed to recommend the appointment of Graeme Cooke. The minutes of the meeting are attached at Appendix 1.

In accordance with the provisions of the Constitution, the Assembly is authorised to make the appointment to this post based on the recommendation of the JNC Appointments Panel.

**Recommendation(s)**

The Assembly is recommended to appoint Graeme Cooke, currently employed by the London Borough of Islington as the Head of Strategy and Change, as the Director, Inclusive Growth.
Reason(s)
To accord with the requirements of Part 2, Chapter 4 of the Council Constitution.

Public Background Papers Used in the Preparation of the Report: None

List of Appendices:

- **Appendix 1** – Minutes of the JNC Appointments Panel, 5 March 2018
MINUTES OF
JNC APPOINTMENTS PANEL

Monday, 5 March 2018
(2:00 - 5:30 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Saima Ashraf, Cllr Cameron Geddes,
Cllr Eileen Keller, Cllr Dominic Twomey and Cllr Phil Waker

16. Declaration of Members' Interests

There were no declarations of interest.

17. Private Business

It was resolved to exclude the public and press from the remainder of the meeting
by reason of the nature of the business to be discussed which included information
exempt from publication by virtue of paragraph 1 of Part 1 of Schedule 12A to the
Local Government Act 1972 (as amended).

18. Appointment of Director, Inclusive Growth

The Panel considered the papers that had been submitted in advance of the
meeting, which included the job description and person specification for the post
together with the CVs of the two shortlisted candidates.

The Panel reviewed and agreed the interview questions to be asked of the
candidates.

Following the interviews, Members discussed the presentations and responses to
the questions and reached a unanimous decision.

The Panel resolved to recommend the Assembly to appoint Graeme Cooke to
the post of Director, Inclusive Growth, subject to suitable references, employment
checks and usual terms and conditions.
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EXTRAORDINARY MEETING OF THE ASSEMBLY

26 March 2018

Title: Senior Leadership Appointment - Director, People and Resilience

Report of the Chief Executive

Open Report For Decision

Wards Affected: None Key Decision: No

Report Author: Gail Clark, Head of Workforce Change

Contact Details:
Tel: 020 8227 3543
E-mail: gail.clark@lbbd.gov.uk

Accountable Director: Chris Naylor, Chief Executive

Summary

It was agreed at the JNC Salaries and Conditions Panel on 31 October 2017 that upon the retirement of the existing post-holder, the post of Strategic Director, Service Development and Integration, will be replaced by the post of Director, People and Resilience and that the position should be filled on a permanent basis.

An intensive search and selection process has been undertaken supported by Penna Executive Recruitment Agency who were engaged following a tender for executive search and selection services. The commissioning of Penna in December 2017 was designed to work to a timetable for interviews in early March 2018. The post was advertised on both the Council’s and Penna’s website.

The search focused on candidates with a range of experience across people services in adults, children’s and health. The brief also included identifying candidates who can operate corporately, have strong political skills and a good understanding of current issues facing local authorities. In addition, the recruitment consultants targeted candidates working in organisations with a good reputation for creating successful commissioning models and candidates who have demonstrated modern and innovative approaches to service delivery.

On 8 March 2018 the JNC Appointments Panel met to interview candidates for the post of Director, People and Resilience. They unanimously agreed to recommend the appointment of Elaine Allegretti. The minutes of the meeting are attached at Appendix 1.

In accordance with the provisions of the Constitution, the Assembly is authorised to make the appointment to this post based on the recommendation of the JNC Appointments Panel.

Recommendation(s)

The Assembly is recommended to appoint Elaine Allegretti, currently employed by the London Borough of Southwark as the Assistant Director, Quality and Performance, as the Director, People and Resilience.
Reason(s)
To accord with the requirements of Part 2, Chapter 4 of the Council Constitution.

Public Background Papers Used in the Preparation of the Report: None

List of Appendices:

- **Appendix 1** – Minutes of the JNC Appointments Panel, 8 March 2018
MINUTES OF JNC APPOINTMENTS PANEL

Thursday, 8 March 2018
(2:00 - 5:00 pm)

Present: Cllr Darren Rodwell (Chair), Cllr Elizabeth Kangethe, Cllr Eileen Keller and Cllr Maureen Worby

Apologies: Cllr Saima Ashraf and Cllr Dominic Twomey

19. Declaration of Members' Interests

There were no declarations of interest.

20. Private Business

It was resolved to exclude the public and press from the remainder of the meeting by reason of the nature of the business to be discussed which included information exempt from publication by virtue of paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

21. Appointment of Director, People and Resilience

The Panel considered the papers that had been submitted in advance of the meeting, which included the job description and person specification for the post together with the CVs of the two shortlisted candidates.

The Panel reviewed and agreed the interview questions to be asked of the candidates.

Following the interviews, Members discussed the presentations and responses to the questions and reached a unanimous decision.

The Panel resolved to recommend the Assembly to appoint Elaine Allegretti to the post of Director, People and Resilience, subject to suitable references, employment checks and usual terms and conditions.
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