### Title:
Senior Leadership Appointment - Director, People and Resilience

### Report of the Chief Executive

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<thead>
<tr>
<th>Open Report</th>
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<td><strong>Wards Affected:</strong> None</td>
<td><strong>Key Decision:</strong> No</td>
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**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