

## ASSEMBLY

29 September 2021

<b>Title:</b> Senior Leadership Appointment – Strategic Director, Inclusive Growth	
<b>Report of the Chief Executive</b>	
<b>Open Report</b>	<b>For Decision</b>
<b>Wards Affected:</b> None	<b>Key Decision:</b> No
<b>Report Author:</b> Alan Dawson, Head of Governance and Electoral Services	<b>Contact Details:</b> Tel: 020 8227 2348 E-mail: alan.dawson@lbbd.gov.uk
<b>Accountable Strategic Leadership Director:</b> Chris Naylor, Chief Executive	
<b>Summary</b>	
<p>The former Strategic Director of Inclusive Growth, Graeme Cooke, left the Council in June 2021 to take up a new position with the Joseph Rowntree Foundation.</p> <p>Gatenby Sanderson, an executive search agency, were commissioned to support the Council in the recruitment to the vacant Strategic Director post and were asked to focus their search on those that:</p> <ul style="list-style-type: none"><li>• Have developed strategic approaches to complex issues, communicating the intended approach in a clear and straightforward manner;</li><li>• Have turned policy into action;</li><li>• Could demonstrate the ability to successfully deliver strategic programmes without the need to be operationally responsible;</li><li>• Understood the connectivity of the broad policy areas that sit within the Inclusive Growth remit at LBBB;</li><li>• Have strong influencing and partnership skills and the ability to capitalise on existing relationships whilst developing new ones;</li><li>• Understood the complexity of working within a large organisation like a Local Authority, without needing to have worked in one specifically.</li></ul> <p>The post was advertised on both the Council’s and Gatenby Sanderson’s websites in June 2021. Candidates were asked to submit a CV and supporting statement and a total of 26 applications were received, from which 14 were assessed as meeting the essential criteria and competencies as set out in the job description and person specification. A technical interview process followed which covered the technical aspects of the role, the candidates’ motivations, their perceived leadership style and their commitment to equality and diversity.</p> <p>Following that process, seven candidates were shortlist for interview by an officer panel, made up by the Council’s Chief Executive and Managing Director and Nazeya Hussain, Director of Growth at The Royal Borough of Kingston upon Thames (External Panel Member). The shortlisted candidates were invited to sit an online Leadership Judgement Indicator test prior to interview, to help provide valuable insight into the relative leadership strengths of candidates and provide useful information for ongoing development.</p>	

Following officer interviews, four candidates were invited to be interviewed by the JNC Appointments, Salaries and Structures Panel on 9 September 2021. That Panel comprised of Councillors D. Rodwell (Chair), Geddes, Keller, Lumsden and Twomey, supported by the Chief Executive and the Strategic Director, Law and Governance. The four candidates were asked to give a short presentation on the subject of “What do you see your first 100 days looking like” and were asked a series of pre-agreed questions.

Following a very thorough evaluation process, the Panel agreed to recommend the appointment of Abi Onaboye, currently employed by the London Borough of Lambeth as Director of Integrated Children’s Commissioning and Community Safety. The minutes of the JNC meeting are attached at Appendix 1.

In accordance with the provisions of the Constitution, the appointment to a Strategic Leadership Director post is the responsibility of the Assembly based on the recommendation of the JNC Appointments, Salaries and Structures Panel.

**Recommendation(s)**

The Assembly is recommended to appoint Abi Onaboye as the Strategic Director, Inclusive Growth, subject to suitable references, employment checks and usual terms and conditions.

**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, Salaries and Structures Panel, 9 September 2021