

ASSEMBLY

17 May 2023

Title: Appointment of Strategic Director, My Place	
Report of the Leader of the Council	
Open Report	For Decision
Wards Affected: None	Key Decision: No
Report Author: Alan Dawson, Head of Governance and Electoral Services	Contact Details: Tel: 020 8227 2348 E-mail: alan.dawson@lbbd.gov.uk
Accountable Director: Gail Clark, Director of Workforce Change	
Accountable Executive Team Director: Fiona Taylor, Acting Chief Executive	
Summary	
<p>The former Strategic Director resigned from the Council effective from 11 February 2023, having previously taken a four-month career break from 1 August to 30 November 2022. At the JNC Appointments, Salaries and Structures Plan on 4 July 2022, Members authorised the Acting Chief Executive to backfill the four-month career break period via an appointment from the existing Senior Management Team. Leona Menville, Director of Homes and Assets within My Place, was subsequently appointed as Interim Strategic Director, My Place, and continued in that role while the recruitment for a permanent replacement was undertaken.</p> <p>As part of the Council's 'grow our own' succession and talent management approach it was agreed to consider internal applicants for the permanent position in the first instance. An internal advert was circulated to staff on 23 December 2022 and prospective candidates were asked to submit a CV and a supporting statement addressing how their skills, knowledge, experience and personal qualities met the requirements of the post.</p> <p>Only one candidate applied for the post via the redeployee and internal pool. Leona Menville was interviewed by an officer panel on 17 January 2023 and was recommended to go forward to interview by the JNC Panel.</p> <p>The JNC Panel met on 23 January 2023 and an initial interview was held. Members indicated, however, that in view of it being a Strategic Director role, any recommendation for appointment should be supported by additional information and evidence as to the candidate's suitability for the permanent position, to be presented to a reconvened meeting of the JNC Panel.</p> <p>That reconvened meeting took place on 20 March 2023 and, following a very thorough evaluation process, the Panel agreed to recommend the appointment of Leona Menville, the current Interim Strategic Director, My Place to the role on a permanent basis.</p>	

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 agree the appointment of Leona Menville to the post of Strategic Director, My Place at grade CO5 (£134,750).

Reason(s)

To accord with the requirements of Part 2, Chapter 4 of the Council Constitution.

1. Introduction and Background

- 1.1 The former Strategic Director, My Place, resigned from the Council effective from 11 February 2023. Prior to this, the postholder had taken a four-month unpaid career break from 1 August to 30 November 2022.
- 1.2 At the JNC Appointments, Salaries and Structures Panel on 4 July 2022, Members authorised the Acting Chief Executive to backfill the career break period via an appointment from the existing Senior Management Team. Leona Menville, Director of Homes and Assets within My Place, was subsequently appointed as Interim Strategic Director of My Place.
- 1.3 In light of the resignation of the former Strategic Director, the recruitment for a permanent replacement to the role was commenced. As part of the Council's 'grow our own' succession and talent management approach it was agreed to consider internal applicants in the first instance. An internal advert was circulated to staff on 23 December 2022. Candidates were asked to submit a CV and a supporting statement addressing how their skills, knowledge, experience and personal qualities met the requirements of the post.

2. Proposal and Issues

- 2.1 Only one candidate applied for the post via the redeployee and internal pool. Leona Menville was interviewed by an officer panel on 17 January 2023, which consisted of Fiona Taylor, Acting Chief Executive, Kevin O' Brien, Interim Managing Director, Be First and Jennifer Daothong, Executive Director, Housing Regeneration and Public Realm, London Borough of Lewisham (external Panel Member), and was recommended for interview to the JNC Panel.
- 2.2 The JNC Appointments, Salaries and Structures Panel met on 23 January 2023 and an initial interview was held. Members indicated, however, that in view of it being a Strategic Director role, any recommendation for appointment should be supported by additional information and evidence as to the candidate's suitability for the permanent position. Therefore, the Acting Chief Executive was instructed to commission an external technical assessment and a psychometric personality test and to present the full range of information and evidence to a reconvened meeting of the JNC Panel.

- 2.3 The JNC Panel reconvened on 20 March 2023 to reconsider the candidate's personal statement and CV as well as reports relating to the external technical assessment and psychometric personality test. Following a very thorough evaluation process, the Panel agreed to recommend the appointment of Leona Menville to the Strategic Director post on a permanent basis at the job-evaluated grade of CO5 (£134,750).
- 2.4 In accordance with the provisions of the Constitution, the appointment to a Strategic Director post is the responsibility of the Assembly based on the recommendation of the JNC Appointments, Salaries and Structures Panel.

3. HR Considerations

Implications completed by: Rosemary Oduntan-Oke, Head of Talent and Resourcing

- 3.1 This report proposes the appointment of Leona Menville for the post of Strategic Director, My Place. HR/OD advice and support has been provided throughout and the recruitment and selection processes are in line with the Council's arrangements.

4. Financial Implications

Implications completed by: Katherine Heffernan, Head of Service Finance

- 4.1 The Strategic Director, My Place is a funded post within the Council's establishment budget. There are no further financial implications arising.

5. Legal Implications

Implications completed by: Dr Paul Feild, Principal Standards & Governance Solicitor

- 5.1 The selection decision must be based on evidence of the candidate's merit. The process for considering a recruitment should be carried out in accordance with the Council's policies and procedures.
- 5.2 As set out in the body of this Report the formal appointment of Strategic Directors is under the Council's Constitution an Assembly function following a recommendation of a JNC Appointment, Salaries and Structures Panel (see Part 2, Chapter 4 paragraph 2.1(x)(a)).

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

List of Appendices: None