

Agenda Item No. 6

WEST MIDLANDS REGIONAL ASSEMBLY Board of Directors - Friday 2nd June 2006

Recruitment of Regional Partnerships Chief Executive and Interim Management Arrangements

Report of the Regional Partnerships Secretary

1. Purpose of Report

To inform the Board of the current position regarding recruitment and to seek endorsement to the selection process and interim management arrangements.

2. Recommendation

- (a) That the steps in hand for the recruitment of a Regional Partnership Chief Executive be endorsed.
- (b) That the interim management arrangements, including the retention of the Senior Director up to and beyond the appointment of a CEO be noted.

3. Report Details

3.1 Recruitment

Following a tender exercise the firm of Tribal Resourcing has been appointed as search consultants for the Regional Partnerships CEO post. Tribal is one of the recognised expert organisations in this field and is tasked to produce, through personal contacts and some limited additional advertising, a list of potential candidates by early June.

3.2 Selection

Some changes are proposed to the original process:

Myself as Secretary, Steve Hind and Bev Messinger Head of HR, Coventry CC) to assist Tribal in screening the 'long list', if necessary by preliminary interviews, to produce a viable short list for interview by the Appointment Panel, this screening to be carried out mid/late June. The Interview Panel would be fully informed about that exercise and its results. The three officers would support the Panel at the final interviews.

The Appointment Panel to comprise the Chairman and Vice-Chairs of WMLGA and WMRA plus one other senior WMLGA/WMRA member. This was the original proposal which had to be amended because of circumstances in the first recruitment exercise.

For the final place on the panel, to provide both political balance and improve gender balance, It is proposed to ask Cllr Mrs Jo Jones,

regional portfolio holder for social inclusion and a member of the WMLGA Executive and WMRA Board.

Formal Interviews will be held in July preceded by supporting processes. This will include psychometric testing and discussion groups as before – they are seen as beneficial to the process. The discussion groups will include a partner group, a small Chief Executives group and an internal secretariat group. Feedback from tests/ discussion groups will be given to the Panel as part of their deliberations.

3.3 Interim Management

Pending an appointment of a new joint CEO, Steve Hind, Senior Director has deferred his retirement. He and Rose Poulter (Director of Policy) are sharing additional duties relating to Assembly work, principally a division between governance and policy work. Even without a CEO the integrated structure will be progressed utilising the existing cross institution Senior Management Team (SMT) of WMLGA, WMRA and WMIe Directors. SMT has been strengthened with the addition of the Director of Improvement Programmes, (Andy Hancox) who with his Regional Centre of Excellence Team, has recently located to the Regional Partnership Centre in Birmingham. Steve will chair SMT in the interim period.

Steve has agreed to stay on for a period after the new CEO is in post to facilitate a handover and induction process.

**Michael Frater
Secretary**

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