



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

APPOINTMENT OF ASSISTANT CHIEF FIRE OFFICER

Report of the Chair of the Appointments Committee

Date: 28 February 2020

Purpose of Report:

To seek the approval of the recommendation of the Appointments Committee to the appointment of Ms Candida Brudenell as the next Assistant Chief Fire Officer.

Recommendations:

That Members agree to the appointment of Ms Candida Brudenell to the position of Assistant Chief Fire Officer, with effect from 01 June 2020, as recommended by the Appointments Committee.

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1. BACKGROUND

- 1.1 At the meeting of the Fire Authority on 27 September 2019 it was agreed that the position of Assistant Chief Fire Officer (ACFO) would be advertised to seek a substantive appointment to the vacancy.
- 1.2 Furthermore, it was agreed that the vacancy would be made available to candidates who do not have the tactical operational expertise from within the sector, in order to extend the opportunity to many more potential candidates.
- 1.3 The strategic decision to open the vacancy to candidates from outside the sector significantly increased the diversity and quality of applicants. Although not without its challenges, this approach demonstrates clear commitment and leadership to expand the diversity of thinking and expertise within the Strategic Leadership Team.

2. REPORT

- 2.1 The selection process for the ACFO post was extensive and involved the convening of the Appointments Committee to assess the candidates and provide recommendations to the full Fire Authority.
- 2.2 The Service commissioned Gatenby Sanderson to support the process and maximise the exposure for the vacancy and thereby attract greater interest from a wide range of candidates. A budget of £20k was created from anticipated in year underspends to support this.
- 2.3 The process commenced in December and attracted 21 high quality applicants. A robust selection process involved applicant screening, initial interviews, profiling, media exercise, strategic operational assessment, stakeholder panel interview, report, presentation and Member panel interview. This process was facilitated by Gatenby Sanderson, supported by the in-house human resources team. The strategic operational assessment was undertaken by Local Resilience Forum members.
- 2.4 The Appointments Committee convened on Tuesday 04 February 2020 and following the process, the Committee came to the unanimous decision that Ms Candida Brudenell should be offered the post of ACFO with effect from 01 June 2020.
- 2.5 Ms Brudenell has extensive experience within the local authority environment and is currently operating at Assistant Chief Executive level. However, she currently does not have the operational fire and rescue competencies required for the role. Therefore, an extensive process of learning and development will commence on her appointment, which will result in her inclusion on the Principal Officer rota as a strategic operational officer providing multi-agency support at Strategic Command Group.

- 2.6 The current temporary incumbent will remain in post until 14 July to support the new appointment and provide operational resilience. Beyond that point the Chief and Deputy Chief Fire Officer will provide additional operational cover until the new appointee is able to satisfy the full operational requirements of the role.

3. FINANCIAL IMPLICATIONS

- 3.1 Gatenby Sanderson were appointed to provide professional recruitment services at a final cost of £25k. This is a slight overspend on the original forecast, in part due to the high number of initial applicants. This will be met by in year underspends within the revenue budget.
- 3.2 The salary range for the ACFO post is £105,572 to £117,303 (90 – 100%). Appointment to the post would normally be at the lowest point and increase proportionally over two years, however, due to Ms Brudenell's current position and extensive experience it has been agreed to appoint her on the mid-point (£111,437) and review after six months. This will be contained within the normal pay budgets.
- 3.3 As Ms Brudenell already lives in the county there will be no relocation costs applicable to the appointment.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT

All human resources implications arising from this process were managed by the internal human resources team with the assistance of specialist external support as detailed above.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken as this report does not suggest any changes to policy or service delivery functions. However, by opening the role to potential candidates from outside the sector, this has resulted in greater diversity within the applicant group.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

- 8.1 Permanent appointment to the post, and overlap with the current temporary incumbent, will provide continuity and immediate capacity to ensure the Service is able to continue with current workloads.
- 8.2 As the new appointment is from outside of the fire and rescue service, extensive development will be undertaken following the good practice that already exists within the sector, to ensure they are able to discharge the strategic operational capabilities required from the role.

9. COLLABORATION IMPLICATIONS

There are no direct collaboration implications arising from this report.

10. RECOMMENDATIONS

That Members agree to the appointment of Ms Candida Brudenell to the position of Assistant Chief Fire Officer, with effect from 01 June 2020, as recommended by the Appointments Committee.

11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Councillor Michael Payne
CHAIR OF THE APPOINTMENTS COMMITTEE