

## Operational Decision Record

Publication Date 1/12/2021	Decision Reference Number 4463
<b>Decision Title</b>	
Recruitment costs for Corporate Director role	
<b>Decision Value</b>	
£28,000	
<b>Revenue or Capital Spend?</b>	
Revenue	
<b>Department</b>	
Finance & Resources	
<b>Contact Officer (Name, job title, and contact details)</b>	
Paul Slater – HR Business Lead	
<b>Decision Taken</b>	
To engage a recruitment consultancy firm to support the Council in appointing to its Corporate Director for Finance & Resources post	
<b>Reasons for Decision and Background Information</b>	
<p>The Council's Corporate Director for Finance &amp; Resources post is currently held on an interim basis. A permanent appointment is required, to commence from c.March 2022 time.</p> <p>This decision supports the engagement of a recruitment consultancy firm to assist the council in securing an appropriate appointment to the role, assisting with the following activity:</p> <ul style="list-style-type: none"> <li>- a media campaign to attract candidates</li> <li>- fees for management of the process</li> <li>- technical assessments as part of the assessment centre</li> </ul>	
<b>Other Options Considered and why these were rejected</b>	
<p>Manage in-house, however rejected for two principal reasons:</p> <ul style="list-style-type: none"> <li>- lack of capacity to run a dedicated, high profile campaign</li> <li>- specialist skills needed around technical assessments</li> </ul>	

<b>Reasons why this decision is classified as operational</b>
Decision is within existing budget and policy framework (i.e. post already exists)
<b>Additional Information</b>
<b>Decision Maker (Name and Job Title)</b>
Clive Heaphy – Corporate Director of Finance & Resources
<b>Scheme of Delegation Reference Number</b>
<b>Date Decision Taken</b>
30 11 2021