

REPORT OF THE
Member Appointment Panel
PART I

164. APPOINTMENT OF CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

1. At the meeting of the County Council on 16 July 2015, the Leader reported that the Chief Executive, Andrew Smith, would be stepping down on 31 October 2015 following 30 years of service to the County Council. A recruitment process was accordingly put into place.

2. By virtue of the Local Authorities (Standing Orders) (England) Regulations 2001 (as amended) ('the Regulations'), approval of appointment of the Chief Executive (Head of Paid Service) of the County Council is required to be done by the full Council.

3. Following the County Council Meeting on 16 July 2015 a Member Appointment Panel was convened pursuant to the Regulations and the Standing Orders of the County Council, comprising eleven Members in order to undertake the selection process and to identify a preferred candidate for appointment. Members of the Appointment Panel were drawn from the Conservative Group (6 Members), Liberal Democrat Group (2 Members), UKIP Group (1 Member), Labour Group (1 Member) and the Independent Group (1 Member), in each case nominated by the Group Leaders.

4. Subsequent to the July County Council meeting, Odgers Berndtson, a firm of Executive Recruitment and Search Consultants were commissioned to commence an executive search process, and to carry out early interviews of long listed candidates. Following long list interviews Odgers reported on the outcome of the long list interviews to the Member Appointment Panel, and a final shortlist of five Candidates was agreed by the Panel.

5. Shortlisted candidates were interviewed by the Member Appointment Panel on 9 October 2015. This included three external candidates and one internal candidate. The Member Appointment Panel's preferred candidate was John Coughlan, currently the Deputy Chief Executive and Director of Children's Services at the County Council.

6. Details of interviews and recommendation for appointment

7. By virtue of the requirements of the Regulations and the County Council's Standing Orders, following selection of a preferred candidate Cabinet is required to be notified as to details of the proposed appointment, and not to have any objection to the recommendation of the Members' Appointment Panel. The Executive has accordingly been informed as to details of the preferred candidate and has no objection to the appointment.

8. In accordance with the Regulations and Standing Orders the County Council is now required to approve the appointment.

RECOMMENDATION

That the County Council approves the appointment of John Coughlan as Chief Executive of Hampshire County Council.