

## BRECKLAND DISTRICT COUNCIL

**Report of:** Leader of Breckland Council, Councillor Sam Chapman-Allen

**To:** Full Council, 14 October 2021

**Author:** Sarah Wolstenholme-Smy, Legal Services Manager

**Subject:** Appointment of Chief Executive Officer

**Purpose:** To consider the recommendation from the Appointments and Disciplinary Committee to appoint a Chief Executive

### **Recommend to FULL COUNCIL:**

- 1) That pursuant to the recommendation of the Appointments and Disciplinary Panel on the 24 September 2021, Council agrees the following:
  - a) That Maxine O'Mahony be appointed as the Chief Executive Officer of Breckland Council;
  - b) That the appointment of Maxine O'Mahony is effective from 14 October 2021.

### **1.0 BACKGROUND**

- 1.1 On 2 September 2021, Full Council considered and approved a report recommending arrangements for the appointment of a Chief Executive Officer for Breckland Council.
- 1.2 The former Chief Executive Officer was the shared Chief Executive for both South Holland District Council and Breckland Council [under the joint arrangements between the two authorities] and retired in 2020. Since that date, the position of Chief Executive has been kept vacant and the strategic partnership between South Holland District Council and Breckland Council has come to an end.
- 1.3 It was resolved on 2 September 2021 to seek to appoint to this post internally; with external recruitment only being undertaken if there was no successful candidate.
- 1.4 The recruitment process was to be carried out with the support of an external recruitment consultant and an Appointments & Disciplinary Panel was convened for the 24 September 2021.

### **2.0 RECRUITMENT OF CHIEF EXECUTIVE**

- 2.1 Recruitment to the position of Chief Executive Officer commenced with the support for Gatenby Sanderson and one application was received.
- 2.2 The candidate's application was assessed by the external recruitment consultant against the job description/personal specification and was recommended for interview.
- 2.3 On 24 September 2021, the Appointments and Disciplinary Panel interviewed Maxine O'Mahony and agreed to recommend her appointment to the Council.

2.4 The minutes of the meeting of the Appointments and Disciplinary Panel held on 24 September 2021 can be found in Appendix 1 of this report.

### **3.0 OPTIONS**

3.1 Option 1 -

(1) That Maxine O'Mahony be appointed as the Chief Executive Officer of Breckland Council

(2) That the appointment of Maxine O'Mahony be effective from 14 October 2021.

(3) That there will be no other changes to the designated appointments and Maxine O'Mahony will continue as Head of Paid Service.

3.2 Option 2 –

To not approve the appointment of Maxine O'Mahony as Chief Executive Officer.

### **4.0 REASONS FOR RECOMMENDATION(S)**

4.1 The recommendation to appoint to the position of Chief Executive Officer is to allow the authority to be provided with the leadership required.

### **5.0 EXPECTED BENEFITS**

5.1 The appointment of a Chief Executive Officer will provide leadership, vision and strategic direction, and effective management of the Council.

### **6.0 IMPLICATIONS**

In preparing this report, the report author has considered the likely implications of the decision - particularly in terms of Carbon Footprint / Environmental Issues; Constitutional & Legal; Contracts; Corporate Priorities; Crime & Disorder; Data Protection; Equality & Diversity/Human Rights; Financial; Health & Wellbeing; Reputation; Risk Management; Safeguarding; Staffing; Stakeholders/Consultation/Timescales; Other. Where the report author considers that there may be implications under one or more of these headings, these are identified below.

#### **6.1 Carbon Footprint / Environmental Issues**

6.1.1 It is the opinion of the Report Author that there are no implications.

#### **6.2 Constitution & Legal**

6.2.1 The appointment of a Chief Officer is made by the Appointments and Disciplinary Committee. On this occasion that Committee has resolved not to use its executive powers and that it will be for Council to make the appointment.

#### **6.3 Contracts**

6.3.1 The Chief Executive Officer will enter into a contract of employment.

#### 6.4 **Financial**

6.4.1 The Chief Executive Officer role and associated costs are within the existing approved structure and establishment of the Council, therefore these report recommendations are within budget.

#### 6.5 **Risk Management**

6.5.1 The appointment of a Chief Executive Officer will

#### 6.6 **Staffing**

6.6.1 The nature of this report relates directly to staffing matters.

### **7.0 WARDS/COMMUNITIES AFFECTED**

7.1 All wards are potentially affected by this report

### **8.0 ACRONYMS**

8.1 No acronyms are used within this report

---

#### **Background papers:-**

---

#### **Lead Contact Officer**

Name and Post: Sarah Wolstenholme-Smy, Legal Services Manager  
Email: [sarah.wolstenholme-smy@breckland.gov.uk](mailto:sarah.wolstenholme-smy@breckland.gov.uk)

**Key Decision:** No

**Exempt Decision:** No

#### **Appendices attached to this report:**

Appendix A Minutes of the Appointments & Disciplinary Panel held on 24<sup>th</sup> September 2021