

**IMPLEMENTATION EXECUTIVE  
28 JANUARY 2009**

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**APPOINTMENT OF CHIEF EXECUTIVE**

**Background**

1. Regulations provide that the post of Chief Executive of the unitary authority be the subject of open competition within one year of vesting day, i.e. by 31 March 2010.
2. At its meeting in March 2008, the Implementation Executive considered three options relating to the appointment of the Chief Executive of the new Wiltshire Council. It resolved thus:  
  
"To agree that the County Council should be informed that both the recruitment arrangements and the selection of the Chief Executive should be left to the new authority".
3. In reaching this decision there was debate at the meeting of the Implementation Executive that the priorities for the Chief Executive should be set by the newly elected authority and that the appointment of so crucial a post should reside with politicians with whom the post holder will need to work closely.

**Date of Elections to New Authority and Possible Implication**

4. At the time the Implementation Executive made this decision it was anticipated that elections to the new authority would be in May 2009. This would have enabled the new authority to determine and begin the recruitment process in June/early July with a view to an appointment being made in late September, 2009. This would have further enabled an external appointee (if one were to be made) to take up post by January 2010. If the outcome was an internal appointment, the appointee would take up post more quickly.
5. The elections will now not take place until June. This means that, particularly because of the holiday period in August, it would become much more difficult for all the recruitment processes and selection to take place and for an external appointee (if one were to be made) to be in post by January 2010. It would probably be a month or so later.

**Proposal**

6. In these changed circumstances the Implementation Executive is asked to either:
  - 6.1 Reaffirm its decision of March 2008, thereby leaving recruitment and selection to the new authority; or

- 6.2 To revise its earlier decision with the Implementation Executive beginning the recruitment process (e.g. defining the specification, engaging recruitment consultants to conduct the search, drafting an advertisement) to be endorsed and implemented by the new authority and with selection falling to the new authority. This would probably enable selection in September with the new appointee being in post no later than July 2010 and possibly earlier.

### **Conclusion**

7. If the Implementation Executive decides to begin the recruitment process, it will need to set the salary for the new Chief Executive. A report would be brought to a meeting of the Implementation Executive in April/May: otherwise report would be for the new authority to consider.
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