



**DACORUM BOROUGH COUNCIL
APPOINTMENTS COMMITTEE MINUTES**

28 JANUARY 2015

Present:

Councillors:	Mrs Bassadone Cllr Mrs Griffiths Cllr Rance	Cllr J Laws Cllr Tiley Cllr Williams (Leader)
Officers:	S Marshall J Doyle	Chief Executive Group Manager - Democratic Services (Minutes)
Others:	S Guest	Solace In Business

The meeting began at 9.30 am.

1. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received on behalf of councillors Flint and Reay. Councillor Laws substituted on behalf of councillor Reay.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. EXCLUSION OF THE PUBLIC

It was proposed, duly seconded and:

Resolved:

That, under s.100A (4) of the Local Government Act 1972 the public were excluded during the item in part II of the Agenda for this meeting, because it was likely, in view of the nature of the business to be transacted, that if members of the public were present during this item, there would be disclosure to them of exempt information relating to an individual (Minute 4).

4. **INTERVIEWS FOR POSITION OF: CORPORATE DIRECTOR OF FINANCE AND OPERATIONS ;**

Interviews for the above position took place following an Assessment Centre exercise for each applicant.

Resolved:

That James Deane be appointed to the post of Corporate Director of Finance and Operations subject to the necessary employment checks and request the Head of Paid Services to negotiate starting salary and date.

The meeting ended at 3.00 pm.

Introductions

Steve Guest of Solace in Business introduced himself to the members present.

S Guest began with some background to the interview process.

The post was advertised in December and there were 19 responses.

After consideration with S Marshall and M Rawdon 10 were brought forward for technical interviews.

As a result five attended the Assessment Centre on 27 January.

Having judged the results of the assessment centre three candidates have been brought forward for interview.

S Guest then ran through how the assessment centre was organised.

- ✓ An analysis / briefing exercise: similar to an In-tray exercise but then the candidate had to brief a 'Cabinet' member.
- ✓ Group discussion exercise - 70 adjectives to describe a leader
- ✓ One-to one with Sally and then an informal lunch with CMT.

The three candidates will be interviewed on:

- The significant issues facing Dacorum and how their appointment will contribute to addressing them.
- The wider context and where local government is at the moment.