

**CHIEF OFFICERS COMMITTEE**

**HELD: Tuesday, 26 November 2019**

Start: 9.30 am

Finish: 5.55 pm

**PRESENT:**

Councillors: Y Gagen (Chairman)  
I Moran I Ashcroft  
I Davis K Wright

In attendance: North West Employers

Officers: Jacky Denning, Member & Executive Services Manager  
Sharon Lewis, Head of Human Resources and Organisational  
Development  
Jacky Denning, Member & Executive Services Manager

38 **APOLOGIES**

There were no apologies for absence.

39 **MEMBERSHIP OF THE COMMITTEE**

There were no changes to the membership of the Committee.

40 **URGENT BUSINESS, IF ANY, INTRODUCED BY THE CHAIRMAN**

There were no items of urgent business.

41 **DECLARATIONS OF INTEREST**

There were no declarations of interest.

42 **MINUTES**

RESOLVED That the minutes of the meeting held on 31 October 2019 be received as a correct record and signed by the Chairman.

43 **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1, 2 & 3 of Part 1 of Schedule 12A of that Act and as, in all the circumstances of the case, the public interest in maintaining the exemption under Schedule 12A outweighs the public interest in disclosing the information.

44 **RECRUITMENT TO THE POST OF PERMANENT CHIEF OPERATING OFFICER**

Consideration was given to the report of the Corporate Director Transformation & Resources, as contained on pages 379 to 470 of the Book of Reports, to undertake the agreed Assessment Centre and interview process for the post of permanent Chief Operating Officer and recommend to Council a successful candidate for the post.

North West Employers provided a briefing on the interview process.

The Committee was advised that candidate 2174 had withdrawn.

The Committee considered a schedule of suggested interview questions prepared by North West Employers and agreed that these would be used during the interviews and noted that the Council's policy required that the same questions be put to all candidates during their interview.

The Committee was informed that each of the candidates for interview had prepared a presentation for the post.

The Committee conducted the Interviews for the post of Chief Operating Officer and observed the 'Fish Bowl' exercise. Feedback was received from the Staff Forum and from the two online tests that the shortlisted candidates had undertaken prior to the meeting.

The Committee assessed all 5 remaining candidates interviewed, to determine their respective performances during interview, the quality of their presentation and their relative abilities, and against the Job Description and Person Specification relating to the position.

- RESOLVED:
- A. That Council be recommended to appoint Jacqui Sinnot-Lacey to the permanent Chief Operating Officer post.
  - B. That the Head of Human Resources and Organisational Development be authorised to offer the post of Chief Operating Officer to Jacqui Sinnot-Lacey, subject to Council approval on 11 December 2019.
  - C. That, subject to Council approving the recommendation at A above, on 11 December 2019, the permanent post of Corporate Director Transformation and Resources, currently held by Jacqui Sinnot-Lacey, be advertised internally.

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**Chairman**