

APPOINTMENTS COMMITTEE
10/11/2025 at 2.30 pm



Present: Councillor Shah (Chair)
Councillors M Ali, Ghafoor, Mushtaq, Sykes and Woodvine

Also in Attendance:

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|-----------------|---------------------------------------|
| Shelley Kipling | Assistant Chief Executive |
| Alex Bougatef | Director of Lega (Monitoring Officer) |
| Heather Moore | Assistant Director of Governance/ |

1 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Jabbar and Taylor, and Councillors Mushtaq and M. Ali substituted respectively.

2 **URGENT BUSINESS**

There were no items of urgent business received.

3 **DECLARATIONS OF INTEREST**

There were no declarations of interest received.

4 **EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED that the press and public be excluded from the meeting pursuant to Section 100A(4) of the Local Government Act 1972 on the grounds that discussions may involve the likely disclosure of exempt information, under paragraph 1 as defined in the provisions of Part 1 of Schedule 12A of the Act, to the Local Government Act 1972 and public interest would not be served in publishing the information.

5 **RECRUITMENT TO THE DIRECTOR OF EDUCATION, SKILLS AND EARLY YEARS AND UPDATE ON THE APPOINTMENT OF THE DIRECTOR OF GROWTH**

The Appointments Committee considered a report of the Assistant Director of Governance setting out proposals to recruit to the Director of Education and Early Years and to revise the functions of the Director of Growth role so that this could be advertised.

The report outlined the proposal for skills, employment support and adult education to be reallocated to the Director of Growth role to ensure alignment to economic development priorities, which would support a whole system approach to local economic development and workforce planning that aligned with local business needs and future labour market demand, while allowing the Director of Education and Early Years to focus on educational improvement, standards, inclusion and children's outcomes.

The Committee gave consideration to the current recruitment restrictions which were in place to support the Council's budget position. It was reported that these roles were key to either statutory processes or the Council's plans for regeneration and growth.



RESOLVED:

1. To approve the recruitment of the Director of Education and Early Years based on the job description and person specification attached at Appendix 1, delegating any further changes to the job description and person specification to the Executive Director Children and Young People.
2. To approve the change to the job description of the Director of Growth to include responsibility for skills, employment support and adult education, and to recruit to the role on the basis of the new job description attached at Appendix 2, with any further amendments to the job description/person specification being delegated to the Executive Director Place (Deputy Chief Executive).
3. To approve the use of an external specialist recruitment partner for both posts, following conclusion of a procurement exercise.
4. To agree the arrangements for longlisting, shortlisting and interview for the posts as set out in the report.

The meeting started at 2.30pm and ended at 3.30pm.