

# AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE

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THURSDAY, 10 AUGUST 2023 AT 4.00 PM  
COMMITTEE ROOM 4, TOWN HALL, JUDD STREET, LONDON WC1H 9JE

Enquiries to: Donna Alexander-Morrison,  
Committee Services

E-Mail: donna.alexander-  
morrison@camden.gov.uk

Telephone: 020 7974 5319 (Text phone prefix 18001)

## MEMBERS

Councillors Linda Chung (LD), Georgia Gould (L), Adam Harrison (L),  
Sylvia McNamara (L), Awale Olad (L), Nadia Shah (L) and  
Nanouche Umeadi (L)

L = Labour, C = Conservative, LD = Liberal Democrat

Issued on: Wednesday, 2 August 2023

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The Council is allowed to discuss some items in private, although this does not happen often – any such items will be discussed at the end of the meeting and you will be asked to leave at this point.

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**AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL)  
SUB-COMMITTEE  
10 AUGUST 2023**

**PLEASE NOTE THAT PART OF THIS MEETING MAY NOT BE OPEN TO THE PUBLIC AND PRESS BECAUSE IT MAY INVOLVE THE CONSIDERATION OF EXEMPT INFORMATION WITHIN THE MEANING OF SCHEDULE 12A TO THE LOCAL GOVERNMENT ACT 1972, OR CONFIDENTIAL WITHIN THE MEANING OF SECTION 100(A)(2) OF THE ACT.**

**AGENDA**

**Wards**

- 1. ELECTION OF CHAIR**
  
- 2. APOLOGIES**
  
- 3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**
- 4. DEPUTATIONS (IF ANY)**  
  
Requests to address the Sub-Committee on a matter on its agenda must be made in writing to the clerk named on the front of this agenda by 5pm two working days before the meeting.
  
- 5. ANNOUNCEMENTS (IF ANY)**
  
- 6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT**
  
- 7. MINUTES**

To approve and sign the minutes of the meetings held on:

- 20<sup>th</sup> March 2023
- 31<sup>st</sup> March 2023
- 18<sup>th</sup> April 2023
- 20<sup>th</sup> April 2023
- 5<sup>th</sup> May 2023

(Pages  
7 - 18)

## **8. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

It is drawn to the attention of members of the public and the press that the items listed below are considered to be exempt within the meaning of Schedule 12A to the Local Government Act 1972. The Sub-Committee will be asked to pass a resolution, the effect of which is to exclude members of the public and the press from the remaining part of the proceedings.

Information contained in item 9 is exempt because it falls within Category 1 of Schedule 12A Local Government Act 1972 (as amended).

Proposed resolution:

“THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance Appointments Sub-Committee on 10<sup>th</sup> August 2023 during consideration of Item 9 on Part II of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12A to the Local Government Act 1972, as amended”

Specifically -

Publicity in respect of Item 9 would be likely to lead to the disclosure of information relating to any individual or information which is likely to reveal the identity of any individual, by virtue of the Local Authorities (Executive Arrangements) (Access to Information) (Amendment) (England) Regulations 2006.

## **9. DIRECTOR OF RECREATION, FINAL MEMBER PANEL REPORT**

**All Wards**

Report of the Director of People and Inclusion.

(Pages  
19 - 28)

This report provides some background with regard to process and practice for the sub-committee in undertaking their role in interviewing candidates for Chief Officer positions. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately Human Resources (HR) will supply to all members on a strictly confidential basis the CV of the one candidate. In this particular case with reasons outlined within the report, we are interviewing one candidate who has been shortlisted.

10. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972

**AGENDA ENDS**

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## THE LONDON BOROUGH OF CAMDEN

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **MONDAY, 20TH MARCH, 2023** at 5.00 pm in Committee Room 1, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### MEMBERS OF THE COMMITTEE PRESENT

Councillors Georgia Gould (Chair), Kemi Atolagbe, Linda Chung, Sabrina Francis, Jenny Headlam-Wells and Anna Wright.

### MEMBERS OF THE COMMITTEE ABSENT

Councillor Marcus Boyland

The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.

### MINUTES

#### 1. ELECTION OF CHAIR

#### RESOLVED –

THAT Councillor Georgia Gould be elected as the Chair for this meeting.

#### 2. APOLOGIES

Apologies for absence were received from Councillor Marcus Boyland.

#### 3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA

No declarations were made.

#### 4. DEPUTATIONS (IF ANY)

No deputations were made.

**5. ANNOUNCEMENTS (IF ANY)**

There were no announcements.

**6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT**

There was no urgent business.

**7. MINUTES**

**RESOLVED –**

THAT the minutes of the meeting held on Tuesday 24<sup>th</sup> November 2022 be agreed and signed as a correct record.

**8. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

**RESOLVED –**

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 20<sup>th</sup> March 2023 during consideration of item 9 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

**9. DIRECTOR OF EDUCATION COMMISSIONING AND INCLUSION: SHORTLISTING**

Consideration was given to a report of the Director of People and Inclusion.

**RESOLVED –**

THAT five candidates be considered for the next stage of the recruitment process.

**10. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972**

There was no urgent business.



***Audit and Corporate Governance (Appointment Panel) Sub-Committee - Monday, 20th  
March, 2023***

**CHAIR**

**Contact Officer: Donna Alexander-Morrison**

**Telephone No: 020 7974 5319**

**E-Mail: donna.alexander-morrison@camden.gov.uk**

**MINUTES END**

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## **THE LONDON BOROUGH OF CAMDEN**

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **FRIDAY, 31ST MARCH, 2023** at 1.00 pm in Committee Room 3, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### **MEMBERS OF THE COMMITTEE PRESENT**

Councillors Georgia Gould (Chair), Kemi Atolagbe, Marcus Boyland, Linda Chung, Sabrina Francis, Jenny Headlam-Wells and Anna Wright

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.**

### **MINUTES**

#### **1. ELECTION OF CHAIR**

##### **RESOLVED –**

THAT Councillor Georgia Gould be elected as the Chair for this meeting.

#### **2. APOLOGIES**

No apologies were made.

#### **3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**

There were no declarations.

#### **4. DEPUTATIONS (IF ANY)**

No deputations were made.

#### **5. ANNOUNCEMENTS (IF ANY)**

There were no announcements.

#### **6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT**

There was no urgent business.

**7. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

**RESOLVED –**

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 31<sup>st</sup> March 2023 during consideration of item 8 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

**8. DIRECTOR OF EDUCATION COMMISSIONING AND INCLUSION: FINAL MEMBER PANEL**

Consideration was given to a report of the Director of People and Inclusion.

**RESOLVED –**

- (i) THAT the process for appointment to the post of Director of Education Commissioning and Inclusion be noted.
- (ii) THAT the job details for this post and the progress made to date be noted.
- (iii) THAT one person be appointed to the role of Director of Education Commissioning and Inclusion, subject to there being no well-founded objections by any member of the Cabinet and that remuneration for the post be confined within the current pay levels for Directors.

**9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972**

There was no such business.

**CHAIR**

**Contact Officer: Donna Alexander-Morrison**

**Telephone No: 020 7974 5319**

**E-Mail: donna.alexander-morrison@camden.gov.uk**

**MINUTES END**

## **THE LONDON BOROUGH OF CAMDEN**

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **TUESDAY, 18TH APRIL, 2023** at 4.00 pm in Committee Room 1, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### **MEMBERS OF THE COMMITTEE PRESENT**

Councillors Georgia Gould, Marcus Boyland, Linda Chung, Sylvia McNamara, Lorraine Revah, Nadia Shah and Anna Wright

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.**

### **MINUTES**

#### **1. ELECTION OF CHAIR**

##### **RESOLVED –**

THAT Councillor Georgia Gould be elected as the Chair for this meeting.

#### **2. APOLOGIES**

There were no apologies.

#### **3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**

No declarations were made.

#### **4. DEPUTATIONS (IF ANY)**

There were no deputations.

#### **5. ANNOUNCEMENTS (IF ANY)**

There were no announcements.

**6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT**

There was no urgent business.

**7. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

**RESOLVED –**

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 18<sup>th</sup> April 2023 during consideration of item 8 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

**8. EXECUTIVE DIRECTOR OF ADULTS AND HEALTH: FINAL MEMBER PANEL**

Consideration was given to a report of the Director of People and Inclusion.

**RESOLVED –**

- (i) THAT the process for appointment to the post of Executive Director of Adults and Health be noted.
- (ii) THAT the job details for this post and the progress made to date be noted and
- (iii) THAT one person be appointed to the role of Director of Adults and Health, subject to there being no well-founded objections by any member of the Cabinet.

**9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972**

There was no such business.

**CHAIR**

**Contact Officer: Donna Alexander-Morrison**

**Telephone No: 020 7974 5319**

**E-Mail: donna.alexander-morrison@camden.gov.uk**

**MINUTES END**

## **THE LONDON BOROUGH OF CAMDEN**

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **THURSDAY, 20TH APRIL, 2023** at 4.00 pm in Room 5.1 Waterlow, 5 Pancras Square, London N1C 4AG

### **MEMBERS OF THE COMMITTEE PRESENT**

Councillors Georgia Gould, Sagal Abdi-Wali, Lotis Bautista, Marcus Boyland, Linda Chung, Sabrina Francis and Jenny Headlam-Wells

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.**

### **MINUTES**

#### **1. ELECTION OF CHAIR**

##### **RESOLVED –**

THAT Councillor Marcus Boyland be elected as the Chair for this meeting.

#### **2. APOLOGIES**

There were no apologies.

#### **3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**

No declarations were made.

#### **4. DEPUTATIONS (IF ANY)**

No deputations were made.

#### **5. ANNOUNCEMENTS (IF ANY)**

There were no announcements.

**6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR  
DECIDES TO TAKE AS URGENT**

There was no urgent business.

**7. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

**RESOLVED –**

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 20<sup>th</sup> April 2023 during consideration of item 8 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

**8. EXECUTIVE DIRECTOR OF CHILDREN AND LEARNING -  
SHORTLISTING REPORT**

**RESOLVED –**

- (i) THAT the process for appointment to the post of Executive Director of Children and Learning be noted.
- (ii) THAT the job details for this post and the progress made to date be noted.
- (iii) THAT five candidates be considered for the next stage of the recruitment process.

**9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS  
EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE  
LOCAL GOVERNMENT ACT 1972**

There was no such business.

**CHAIR**

**Contact Officer: Donna Alexander-Morrison**

**Telephone No: 020 7974 5319**

**E-Mail: donna.alexander-morrison@camden.gov.uk**

**MINUTES END**



## **THE LONDON BOROUGH OF CAMDEN**

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **FRIDAY, 5TH MAY, 2023** at 1.00 pm in Committee Room 1, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### **MEMBERS OF THE COMMITTEE PRESENT**

Councillors Georgia Gould, Sagal Abdi-Wali, Lotis Bautista, Marcus Boyland, Linda Chung, Sabrina Francis and Jenny Headlam-Wells.

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.**

### **MINUTES**

#### **1. ELECTION OF CHAIR**

##### **RESOLVED –**

THAT Councillor Georgia Gould be elected as the Chair for this meeting.

#### **2. APOLOGIES**

There were no apologies.

#### **3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**

No declarations were made.

#### **4. DEPUTATIONS (IF ANY)**

There were no deputations.

#### **5. ANNOUNCEMENTS (IF ANY)**

There were no announcements.

**6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT**

There was no urgent business.

**7. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 5<sup>th</sup> May 2023 during consideration of item 8 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

**8. EXECUTIVE DIRECTOR OF CHILDREN AND LEARNING: FINAL MEMBER PANEL REPORT**

Consideration was given to a report of the Director of People and Inclusion.

**RESOLVED –**

- (i) THAT the process for appointment to the post of Executive Director of Children and Learning be noted.
- (ii) THAT the job details for this post and the progress made to date be noted.
- (iii) THAT one candidate be appointed to the post of Executive Director of Children and Learning, subject to there being no well-founded objections from Members of the Cabinet.

**9. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972**

There was no such business.

**CHAIR**

**Contact Officer: Donna Alexander-Morrison**

**Telephone No: 020 7974 5319**

**E-Mail: donna.alexander-morrison@camden.gov.uk**

**MINUTES END**

<b>LONDON BOROUGH OF CAMDEN</b>	<b>WARDS:</b> All
<b>REPORT TITLE</b> Director of Recreation: Final Member panel	
<b>REPORT OF</b> Director of People and Inclusion	
<b>FOR SUBMISSION TO</b> Audit and Corporate Governance (Appointment Panel) Sub-Committee	<b>DATE</b> 10 <sup>th</sup> August 2023
<p><b>SUMMARY OF REPORT</b></p> <p>This report provides some background with regard to process and practice for the sub-committee in undertaking their role in interviewing candidates for Chief Officer positions. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately Human Resources (HR) will supply to all members on a strictly confidential basis the CV of the one candidate. In this particular case with reasons outlined within the report, we are interviewing one candidate who has been shortlisted.</p> <p><b>Local Government Act 1972 – Access to Information</b></p> <p>No documents have been used in the preparation of this report.</p> <p><b>Contact Officer:</b> Joanna Brown Director of People and Inclusion 5 Pancras Square London N1C 4AG Tel: 020 7974 6302 E-mail: <a href="mailto:joanna.brown@camden.gov.uk">joanna.brown@camden.gov.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>That the Audit and Corporate Governance (Appointment Panel) Sub-Committee:</p> <p>(1) Notes the process for appointment to the post of Director of Recreation (2) Notes the job details for this post and the progress made to date; and (3) Interview candidate and if appropriate recommend an offer of appointment, subject to there being no well-founded objections.</p>	

**Local Government Act 1972 – Access to Information**

The candidate reports which were supplied separately to members by HR are exempt from disclosure by virtue of the following paragraphs of Schedule 12A to the Local Government Act 1972:

Paragraph 1: Information relating to any individual.

Signed:



Joanna Brown  
Director of People and Inclusion

Date: 1<sup>st</sup> August 2023

## **1. Purpose of Report**

- 1.1 The Audit and Corporate Governance Committee has delegated to the Audit and Corporate Governance (Appointment Panel) Sub-Committee responsibility for interviewing and offering permanent appointments to all posts at Chief Officer level.
- 1.2 This report focuses on the appointment to the Director of Recreation role. The role profile is attached at Appendix A. The report sets out the process and timetable for appointment to the position of Director of Recreation and provides recommendations to the committee. Additional papers including CV of the individual candidate will be provided in an exempt from disclosure appendix directly by HR.

## **2. Process**

- 2.1 The process to date has involved the following:
  - The role of Director of Recreation was advertised internally on the 6<sup>th</sup> of July 2023 with a closing date of 23<sup>rd</sup> of July 2023.
  - One applicant applied who is the current individual acting up into the role.
- 2.2 The recommendation is that we proceed to interview with this one candidate and therefore roll the shortlisting and the interview panel into one. This is recommended for a number of reasons, the strength of the applicant who has been performing well in the role to date, and to avoid unnecessary expenditure of an external campaign. While Camden is committed to a no all white shortlist for roles above Level 5 (team manager level) and partly as a result we are now more representative of our communities at the Chief Officer level, in this case for the reasons explained in the report, it is considered reasonable to continue to interview with this candidate.
- 2.3 Information from the process will support the Sub-Committee in interviewing the candidate, and if they consider it appropriate recommending an offer of appointment, subject to there being no well-founded objections from any member of the Cabinet, reference and medical as applicable and agreeing (subject to those conditions) a starting salary for the successful candidate.
- 2.4 The Council will seek to employ candidates who display the attitudes, skills and behaviours that are non-negotiable to work in Camden, the Director of People and Inclusion or delegated HR Strategic Lead will be available to advise the members of the appropriate method for doing this during the process.
- 2.5 Camden Council challenges itself to achieve a representative workforce at all levels. As part of this challenge, Camden publishes a higher level of detail, analysis and comparison data than is standardly done within local authorities and openly publishes this, for example Gender, Black, Asian and other ethnic staff and Disability pay gap data. As a Timewise council all positions are open to applicants who wish to work part-time or on a flexible

working arrangement unless there is a good business reason why this is not possible.

- 2.6 To ensure that the recruitment process is free from discrimination all those members who participate in recruitment panels will have received appropriate equalities and unconscious bias training.

### **3 Finance Comments of the Executive Director Corporate Services**

Prior to candidates being put forward for interview the Director of People and Inclusion will have checked with the relevant Finance lead that the appropriate budget provisions is available for the post and to have covered the costs of the recruitment exercise.

### **4 Environmental Implications**

There are no environmental implications.

### **5 Legal Comments of the Borough Solicitor**

- 5.1 The Local Authorities (Standing Orders) (England) Regulations 2001 (the Regulations) set out the requirements for the appointment of senior staff and the relevant provisions of the Regulations are contained in the Officer Employment Procedure Rules, which are set out in Part 4, section 9 of the Council's Constitution. The procedure set out in this report complies with the Regulations.
- 5.2 The Council has the power to appoint such officers as it considers necessary for the proper discharge of the Council's functions by virtue of s. 112(1) of the Local Government Act 1972.
- 5.3 By s. 112(2) of the Local Government Act 1972 such an officer "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit".
- 5.4 Local Government and Housing Act 1989 s7(1) stipulates that any appointment made by the Council must be on merit subject only to some exemptions concerning the council's equality duties. The Council should if challenged be able to demonstrate that the successful candidate was the best candidate by objective reference to both the application and the interviews

### **6 Appendices**

- a) Role profile and advert
- b) Candidate CVs (exempt)

**REPORT ENDS**

## **Role outline & Purpose**

### **Director of Recreation (Leisure, Libraries and Green Spaces job summary**

Camden is an ambitious, civic borough; full of participation, energy and community spirit focused on making sure Camden is a place where everyone can succeed, where nobody gets left behind and where everybody has a voice. Camden 2025 is our vision for the future of Camden and we need an exceptional Director of Recreation to help us deliver on the ambitions contained within it.

You will join the senior leadership team of a highly performing organisation that continues to be at the leading edge of local government – whether that is providing leadership in the fields of education and children’s safeguarding, continuing to lead the way in investing in the housing that our communities need or being at the forefront of digital leadership in local government.

In Camden, we already know we cannot deliver these ambitions using the same thinking that has preceded us; we need to continue to challenge and move away from conventional thinking and move towards a new type of local government that tests new approaches and is reflective. A type of local government that genuinely puts citizens at the heart of what we do; designing services around the needs of our citizens; taking a systemic and human centred approach; acting on evidence, leading on innovation and working holistically across organisational boundaries. We therefore need a Director of Recreation who not only believes in this journey and approach but who has the passion and commitment to continue to move Camden Council forwards in its ambition to be a place of innovation and impact for our citizens and communities.

### **Director of Recreation job specific accountabilities**

- Play a vital role in helping residents live happy, healthy, safe and connected lives in the borough, ensuring strong and cohesive communities.

### Director of Recreation job specific accountabilities

- Lead on providing outstanding libraries as digital community hubs and leisure facilities that take a whole health approach supporting residents to live active healthy lives, working closely for example, with leisure partners.
- To advise the elected leadership of the Council on their strategic policy direction on libraries, green spaces and recreation, supporting them to deliver on their political ambitions for Camden.
- To develop libraries which are neighbourhood hubs working closely with the VCS sector.
- Embed a culture that takes an 'outside-in perspective'; challenging existing beliefs and assumptions to ensure services are designed around citizen's needs, with a clear focus on prevention and early intervention and acting decisively when required.
- Create a truly inclusive directorate and lead by example to support and encourage diversity in all respects, including diversity of thinking within the workplace and in the delivery of our services.
- Ensure the effective co-ordination of bids and resources to promote the sustainable regeneration of Camden, responding to the needs of the community and the environment.
- Create strong relationships with strategic partners that enables the Council to work across the whole system to achieve the greatest impact for our residents.
- All duties and responsibilities should be carried out in accordance with Council's Constitution, governance arrangements, policies and procedures.

#### **This role is responsible for the following services:**

- Leisure
- Libraries
- Green Spaces

### Director of Recreation Person Specification

- Impressive track record at a senior level within local government or a comparable sector.
- It is essential that the person appointed shares the same core values and level of ambition as the Council as set out in Camden 2025 and Our Camden Plan.
- Must be able to demonstrate experience of significant innovation and challenge to conventional management logic.
- Must have worked closely and effectively with politicians (or equivalent) and have good political awareness; must be able to forge effective working relationships with politicians and instil confidence.
- Must be able to demonstrate effective leadership beyond organisational boundaries.
- Must have a good understanding of the financial context of and current issues and challenges in local government.
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden, across London and nationally.
- Strong perspective and leadership in building, and enabling strong cohesive, and resilient communities in a range of ways.



- Proven track record of facilitating community cohesion within large and diverse communities.
- Strong track record of working across organisational boundaries to improve resilience for communities.
- Must have a collaborative personal style, highly effective interpersonal skills including strong emotional intelligence; and highly effective presentational skills.
- Must have a coaching / developmental leadership style that fits our sense of shared leadership responsibility and empowered organisational culture.
- Must be able to champion the pursuit of diversity and inclusion and demonstrate a record of accomplishment of this.
- Whilst it is not essential to have prior experience in applying human-centred design and participative approaches, it will be essential to demonstrate a sympathy with and an ability to adapt to these ways of working.
- Will need to have the personal adaptability and resilience to thrive in a fast paced, challenging environment where personal responsibility, personal and organisational growth and development are prized.

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## Director of Recreation

**Starting salary: £96,000**

**Job level: Level 7 Zone 1**

**Work location: 5 Pancras Square, N1C 4AG**

**Hours per week: 37**

**Contract type: Permanent**

**Closing date: Sunday 23<sup>rd</sup> July 2023 23:59**

**Interviews to be held: TBC**

**Alternative flexible working options available / open to discussion**

***Anonymised Application** – in keeping with Camden’s commitment to inclusion the recruitment to this role is anonymised and supports the objective of reducing the impact of unconscious bias.*

**\*\* AGENCY STAFF, PLEASE CLICK [HERE](#) TO APPLY - Please do not click on the Apply Now tab at the bottom of this page as your application will not be considered. \*\***

### About us

Camden is an ambitious, civic borough; full of participation, energy and community spirit focused on making sure Camden is a place where everyone can succeed, where nobody gets left behind and where everybody has a voice. Camden 2025 is our vision for the future of Camden and we need an exceptional Director of Recreation to help us deliver on the ambitions contained within it.

### The role

You will join the senior leadership team of a highly performing organisation that continues to be at the leading edge of local government. As the Director of Recreation, you will be responsible for libraries, leisure and green spaces. You will play a vital role in helping residents live happy, healthy, safe and connected lives in the borough, ensuring strong and cohesive communities.

You will lead on providing outstanding recreational community services, giving strategic direction to enable Camden to deliver our ambitions. You will embed a culture that challenges existing beliefs and assumptions to ensure services are designed around citizen’s needs, with a clear focus on prevention and early intervention and acting decisively when required.

As director you will lead by example to support and encourage diversity in all respects, including diversity of thinking within the workplace and in the delivery of our services to create a truly inclusive directorate.

### About you

We are looking for a Director of Recreation who not only believes in our journey and approach but who has the passion and commitment to continue to move us forward in our ambition to be a place of innovation and impact for our citizens and communities.

You will be a forward thinker who has demonstrable experience of significant innovation and challenge to conventional management logic. You will come from a background where you have closely and effectively worked with politicians (or equivalent) and have good political awareness.

Overall, you will need to have the same core values and level of ambition as set out in Camden 2025 and Our Camden Plan. You will have highly effective leadership skills, with experience in challenging conventional management logic.

**To find out more about what it is like to work at Camden, meet some of our People by clicking [HERE](#)**

### **Working for Camden**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting our communities, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk.

At Camden, you'll receive a host of benefits as well as joining a flexible working employer. Click [HERE](#) to see full details of our benefits.

### **Additional information**

To view the Job Profile, please click [HERE](#)

To apply for this job please follow the "Apply" link. In the 'Why you?' section of the application you will be required to demonstrate how you meet the role criteria noted in the Job Profile under the "About You" section.

**\*\* AGENCY STAFF, PLEASE CLICK [HERE](#) TO APPLY - Please do not click on the Apply Now tab at the bottom of this page as your application will not be considered. \*\***

### **Inclusion and Diversity**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do.

To discover more about Camden and our commitment towards diversity, equality and safeguarding, please visit our [recruitment website](#)

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.