1. **SUMMARY**

1.1 This report seeks Cabinet approval for the creation of a new Chief Officer position, Strategic Director for Economic Growth.

2. **RECOMMENDATIONS**

2.1 For the reasons outlined in this report, Cabinet is recommended to:

2.1.1 create a new Chief Officer position, Strategic Director for Economic Growth

3. **PROPOSALS**

3.1 In April 2016, Cabinet agreed to adopt a new senior management structure, which organised the Council’s officer resource around five core groups:

- Economic Growth
- Families and Homes
- Neighbourhood and Commercial Services
- Corporate Development
- Finance and Governance

3.2 The senior management structure implemented as a result of this decision is attached at **Appendix A**.
3.3 At the time this new structure was put in place, it was decided that the Chief Executive would personally lead the Economic Growth Group, negating the need for a dedicated Strategic Director of this area. However, a number of factors mean this arrangement is no longer sustainable:

- Firstly, over the last year, the delivery of economic growth has become more challenging due to a range of external factors including Brexit, the strategic direction set by the Mayor of London, and the growing complexity of the housing landscape.

- Secondly, new priorities are emerging that require significant personal leadership from the Chief Executive – in particular, the proposals for the next phase of the Council’s transformation, which include a new relationship between the Council and the community, a new digital strategy, and the redevelopment of the town hall campus, which provides a once-in-a-generation opportunity to redesign the way the Council works.

3.4 As a result, it is no longer considered viable for the Chief Executive to continue personally leading the Economic Growth Group in the way that he has to date. It is therefore proposed that Cabinet approve the creation of a new Chief Officer post, the Strategic Director for Economic Growth, to provide the officer-level leadership capacity required to continue delivering the Council’s economic growth strategy.

3.5 This new role will report directly to the Chief Executive, sit on the Council’s Management Board, and line manage the Director of Regeneration & Growth and the Director of Property & Asset Management.

3.6 A revised senior management structure incorporating this new position is attached at Appendix B.

3.7 Subject to Cabinet approval, recruitment to this role will commence as soon as practicably possible, with Staffing Committee expected to make a final appointment early in the new year.

4. OPTIONS AND ALTERNATIVES CONSIDERED

4.1 The proposal to create this new position has been subject to consultation with affected staff. During the consultation period, an alternative proposal was received and considered. Further information is set out in section 6 below.

5. SUSTAINABLE COMMUNITY STRATEGY PRIORITIES (AND OTHER NATIONAL OR LOCAL STRATEGIES OR POLICIES)

5.1 The creation of this position will enhance the senior management capacity required to effectively deliver the Council’s economic growth strategy.
6. CONSULTATION

6.1 The proposal to create a new Strategic Director for Economic Growth impacts on the line management of a number of Chief Officers. Consultation with these individuals has been undertaken in line with the requirements of the Council’s Managing Change policy.

6.2 During the consultation period, a number of queries were submitted and addressed. In addition, one alternative proposal was received, which proposed that the new post should not be created at this stage but instead considered as part of a wider reorganisation of the Council.

6.3 This proposal is not recommended for approval. It is recognised that the next phase of the Council’s transformation may require further organisational change. Nevertheless, the preferred option is to progress the appointment of a Strategic Director for Economic Growth given the significance of the economic growth agenda and the benefit of bringing new leadership capacity into the Council.

7. IMPLICATIONS

7.1 Finance, Value for Money and Risk

7.1.1 This new post will be funded from contingency in the current year with the ongoing budget requirement incorporated into the Medium Term Financial Strategy from 2018/19.

7.2 Legal

7.2.1 Cabinet has responsibility for approving the Council’s senior management structure. Section 112 of the Local Government Act 1972 provides a general power to employ staff on such terms and conditions as the authority considers reasonable. It must do so within the framework of statutory employment law and its contractual obligations.

7.2.2 The Council’s Employment Procedure Rules apply to the recruitment of new posts. New Chief Officer roles must be created in accordance with the Council’s Pay Policy. The Council’s Staffing Committee has delegated authority to appoint a new Chief Officer, ie. Senior Officer posts as set out in the Council’s Employment Procedure Rules including the appointment of interim staff to these positions. All other posts are delegated to the Chief Executive or his delegates under the Council’s General Scheme of Delegation. Following Cabinet making the decision recommended in this report, an amendment must be made to Appendix A of the Employment Procedure Rules to add this role as a Senior Officer position.

7.3 Equalities and Diversity

7.3.1 Subject to Cabinet approval, recruitment to the new post will take place in line with the Council’s agreed HR policies and procedures, which promote equality and diversity throughout the recruitment and selection process.
7.4 Sustainability (inc. climate change, health, crime and disorder)

7.4.1 There are no specific sustainability implications arising from this report.

7.5 Council Infrastructure

7.5.1 There are no specific infrastructure implications arising from this report.