

REPORT OF THE
MEMBER APPOINTMENT PANEL
PART I

1. APPOINTMENT OF CHIEF EXECUTIVE (HEAD OF PAID SERVICE)

- 1.1. At the meeting of the County Council on 27 May 2021, it was reported that the Chief Executive, John Coughlan, would be stepping down on 31 July following 16 years of service to the County Council.
- 1.2. By virtue of the Local Authorities (Standing Orders) (England) Regulations 2001 (as amended) ('the Regulations'), approval of appointment of the Chief Executive (Head of Paid Service) of the County Council is required to be done by the full Council.
- 1.3. Following the decision of the Chief Executive to stand down, Berwick Partners (an Odgers Berndtson company), a firm of Executive Recruitment and Search Consultants were commissioned to conduct an executive search process, and to carry out early interviews of long listed candidates. Berwick Partners reported on the outcome of the long list interviews to a Member Panel drawn from the Conservative Group (four Members) and the Liberal Democrat Group (one Member), and a final shortlist of four candidates was agreed.
- 1.4. A Member Appointment Panel was convened pursuant to the Regulations and the Standing Orders of the County Council to identify a preferred candidate for appointment.
- 1.5. Shortlisted candidates were interviewed by the Member Appointment Panel on 7 June 2021. This included three external candidates and one internal candidate. Prior to interview by the Member Appointment Panel, shortlisted candidates were subject to psychometric testing and interview by a Stakeholder Panel (comprising five Chief Executives equivalents from the wider Hampshire network including the private sector). Members of the Appointment Panel were drawn from the Conservative Group (four Members) and the Liberal Democrat Group (one Member).
- 1.6. The Member Appointment Panel unanimously agreed that their preferred candidate was Carolyn Williamson, currently Deputy Chief Executive and Director of Corporate Resources.

2. Details of interviews and recommendation for appointment

- 2.1. By virtue of the requirements of the Regulations and the County Council's Standing Orders, following selection of a preferred candidate Cabinet is required to be notified as to details of the proposed appointment, and not to have any objection to the recommendation of the Members' Appointment Panel. The Executive has accordingly been informed as to details of the preferred candidate and has no objection to the appointment.

2.2. In accordance with the Regulations and Standing Orders the County Council is now required to approve the appointment.

RECOMMENDATION

That the County Council:

- a. approves the appointment of Carolyn Williamson as Chief Executive of Hampshire County Council
- b. delegates authority to the current Chief Executive, in consultation with the Chairman of the Employment in Hampshire County Council Committee (EHCC), for the setting of the salary of the new Chief Executive, to be reflective of the current rate of the role.