

23rd March 2020

Appointment of Group Finance Director (Section 73 Officer)

Purpose of Report

This report is seeking the approval of the MCA to appoint Mr Gareth Sutton as Group Finance Director.

Thematic Priority

Cross Cutting - Governance

Freedom of Information and Schedule 12A of the Local Government Act 1972

This paper will be published in line with the Combined Authority Publication Scheme.

Recommendations

The Board are asked to approve the appointment of Mr Gareth Sutton as Group Finance Director.

1. Introduction

- 1.1 The MCA, at its meeting on the 3rd June 2019, agreed the recruitment process for the appointment of a Group Director of Finance. This process has now concluded, and the Board is requested to approve the decision of the appointments panel.

2. Proposal and justification

2.1 The Recruitment Process

The recruitment process comprised a three-stage process.

2.2 Longlist Sift of CV

This was undertaken by:

- Ruth Adams (Deputy CEX)
- Noel O'Neil (S73 Officer)
- Rachael Radford (HR)

The first stage process

- An informal session for candidates to meet with senior officers from the SCR Executive and the PTE,
- An assessment centre activity
- Presentation and
- A competency-based interview.

The panel for the presentation and competency-based interview was:

- Dave Smith (CEX),
- Tim Taylor (PTE Director),
- Noel O'Neil (S73 Officer) and
- Rachael Radford (HR).

2.3 The second stage interview

A presentation, targeted discussion and series of questions developed based upon feedback from the first panel.

The panel for the second interview was

- Cllr Chris Read (MCA Vice Chair)
- Lucy Nickson (LEP Vice Chair),
- Stephen Batey (Director Mayor's Office)
- Tim Taylor (PTE Director),
- Rachael Radford (HR).

2.4 Following the longlisting of applications three candidates were interviewed at the first stage and of this one progressed to the final stage. Following this stage, the recommendation of the appointment panel is to appoint Mr Gareth Sutton to the role of Group Finance Director.

2.4 The Compensation Package

The role was advertised at a salary of up to £90k per annum, this followed a benchmarking exercise for other similar roles.

3. Consideration of alternative approaches

3.1 The role advertised was for a Group Finance Director to cover the financial leadership of the MCA/LEP and PTE. One alternative was for both organisations to independently recruit but this was discounted as it was be more expensive, and also given the alignment of the financial systems and integration of accounts was felt to be less effective.

4. Implications

4.1 Financial

The budget for this position is accounted for in the budget of the PTE and MCA/LEP.

4.2 Legal

The appointment process was established to comply with all required legislation and the constitution of the MCA will be subject to the agreed SCR MCA contract of employment.

4.3 Risk Management

4.4 Equality, Diversity and Social Inclusion

The MCA and LEP policies where adhered to in the conducting of the recruitment process.

5. Communications

- 5.1 Whilst this report is in the public domain, subject to approval, a formal press release will be issued by the Mayor and the LEP chair.

6. Appendices/Annexes

- 6.1 None

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Background papers used in the preparation of this report are available for inspection at: 11 Broad Street West, Sheffield S1 2BQ

Other sources and references: