



Norfolk County Council
at your service

Council

Date: **Monday 24 March 2014**

Time: **10:00am**

Venue: **Council Chamber, County Hall, Norwich**

Supplementary Agenda

4. Appointment of Managing Director

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Report of the Appointment Panel

**For further details and general enquiries about this Agenda
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APPOINTMENT OF MANAGING DIRECTOR

1. Report of the Appointment Panel

- 1.1 The interview process to appoint a Managing Director has been taking place over the last three months, supported by Davidson and Partners who were engaged as the recruitment consultants to assist in the process.
- 1.2 Adverts were placed in the national press in mid-December 2013. The Appointment Panel members were as follows:
- Mr George Nobbs, Leader of the Council
Mr Bill Borrett, Conservative leader
Dr Marie Strong, Liberal Democrat leader
Mr Toby Coke, UKIP leader
Mr Cliff Jordan, Conservative member
- 1.3 The Panel selected 13 candidates for preliminary assessment by our recruitment consultants following, which five candidates were selected by the Panel for the final shortlist.
- 1.4 Short listed candidates undertook a thorough assessment process, including management exercises and stakeholder meetings, prior to a formal interview with the Appointment Panel.
- 1.5 The unanimous recommendation of the final Panel is that Dr Wendy Thomson be appointed as Managing Director of the County Council. Her salary will be £180,000 per annum which is within the scale previously approved by Full Council.
- 1.6 Wendy has significant senior experience in the public sector including:
- 8 years as Director of the School of Social Work and Professor of Social Policy at McGill University in Montreal
 - 4 years as Director of the Office of Public Service Reform
 - 2 years as Director of Local Government Inspection
 - 3 years as Chief Executive of London Borough of Newham
- 1.7 The Leader is very pleased to confirm that Anne Gibson will continue in her present role as Acting Managing Director until Wendy Thomson's proposed starting date of 1st August. Anne and Wendy have already been in discussion about how to ensure a smooth transition.

RECOMMENDATION

That Dr Wendy Thomson be appointed to the post of Managing Director.