



Report of: Acting Director of Law and Governance

Meeting:	Date:	Ward:
Council	25 July 2019	All

SUBJECT: CHIEF EXECUTIVE APPOINTMENT

1. Synopsis

- 1.1 This report sets out the procedure that has been followed for the appointment of a new Chief Executive and asks the council to confirm the appointment of the candidate recommended by the Personnel Sub-Committee.

2. Recommendations

- 2.1 To approve the appointment of Linzi Roberts-Egan as the new Chief Executive of Islington Council.

3. Background

- 3.1 An advertisement for the Chief Executive post was placed in the Council's website, in the Municipal Journal and in the Guardian during May 2019.
- 3.2 Twenty-two applications for the post were received and in accordance with the Council's protocol for the recruitment of the Chief Executive, a longlist of candidates qualified to apply for the post was prepared. Longlisted candidates attended a technical interview with an external assessor and Personnel Sub-Committee met on 25 June 2019 to consider the outcomes of the initial technical interviews and agreed a shortlist.

- 3.3 One of the 5 shortlisted candidates withdrew before the final interviews and the Personnel Sub-Committee therefore interviewed 4 candidates on 15 July 2019. Prior to the interviews, the shortlisted candidates took part in personality profiling and informal meetings with members, young people, residents, Corporate Directors and senior officers and stakeholders.
- 3.4 The meeting of 15 July 2019 was reconvened on 17 July 2019. During the meeting, the Personnel Sub-Committee considered all aspects of the selection process against the criteria for the role and decided to recommend to the Council the appointment of Linzi Roberts-Egan at the advertised salary of circa £180k per annum. The Personnel Sub-Committee comprised Councillors Wayne (Chair), Watts, Hull, Kay and Khurana.
- 3.5 Linzi Roberts-Egan has 28 years' experience in the public sector and is currently Deputy Chief Executive at the London Borough of Waltham Forest Council. In addition to Deputy Chief Executive responsibilities, Linzi is also the Statutory Director of Children's Services, the Statutory Director of Adult Services and has responsibilities for Housing including home building, Public Health, Sport and Leisure and Integrated Health Commissioning across Waltham Forest CCG and the Council.

4. Implications

4.1 Financial Implications:

The appointment is recommended to be at the advertised salary of circa £180k which has been allowed for in the budget.

4.2 Legal Implications:

The recruitment process has been conducted in accordance with the procedures in the Council's Constitution, Part 4, Paragraphs 100 to 100.6 and the Protocol for Appointment of the Chief Executive and Corporate Directors. The appointment of the Chief Executive must be approved by the Council. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001, before confirming the appointment of the Chief Executive, all Executive members must be given the right to object to that appointment. The Executive has been given notice of this right and the Leader asked to confirm their position prior to the meeting at which this report will be considered.

4.3 Environmental Implications:

None.

4.4 Resident Impact Assessment:

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in

public life. The council must have due regard to the need to tackle prejudice and promote understanding.

An initial assessment has been carried out and it was determined that a full Resident Impact Assessment was not required.

5. Reason for recommendations

- 5.1 The Personnel Sub-Committee has recommended the appointment of Linzi Roberts-Egan after a rigorous selection process culminating in a final interview. Council is asked to approve the appointment of the candidate selected by the sub-committee.

Appendices: None

Background papers: None

Final report clearance:

Signed by:



18 July 2019

Acting Director of Law and Governance Date

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