



**Report of: Director of Human Resources**

| <b>Meeting of:</b>      | <b>Date:</b> | <b>Ward(s):</b> |
|-------------------------|--------------|-----------------|
| Personnel Sub-Committee | 26 May 2021  | N/A             |

**THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION**

**SUBJECT: SHORTLISTING OF APPLICANTS FOR THE POST OF  
DIRECTOR OF ENVIRONMENT AND COMMERCIAL OPERATIONS**

**1. Synopsis**

- 1.1 This report sets out the process for the shortlisting of candidates for the Director of Environment and Commercial Operations.

**2. Recommendations**

- 2.1 To shortlist applicants for interview for the post of Director of Environment and Commercial Operations.
- 2.2 To note the procedure outlined in the Background section of the report below.

**3. Background**

- 3.1 Following the longlisting of applicants, Personnel Sub-Committee is asked to agree a list of candidates to be shortlisted for interview.
- 3.2 Information relating to each application is contained in the exempt appendix.

**4. Implications**

**4.1 Financial implications:**

The salary for this post is included within existing budgets. The salary range for the post has been advertised as £106,497 to £120,447 (Grade CO2). It is also subject to any pay award negotiated nationally for 2021/22 by the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities.

**4.2 Legal Implications:**

The recruitment process is being conducted in accordance with the Council’s Constitution, Part 4 Procedure Rules – Officer Employment Rules.

Appointments must be made on merit (Section 7, Local Government and Housing Act 1989).

**4.3 Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:**

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. Following an initial review, it has been concluded that a full Resident Impact Assessment is not required as the appointment does not have direct impact on residents.

**5. Conclusion and reasons for recommendations**

5.1 To shortlist applicants for the post of Director of Environment and Commercial Operations.

**Exempt Appendix:** Shortlisting panel information pack (to follow)

**Background papers:** None

Final report clearance:

**Signed by:**



18 May 2021

Director of Human Resources

Date

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