

COUNCIL MEETING – 28 SEPTEMBER 2023

COUNCIL APPOINTMENTS REPORT

APPOINTMENT OF CHIEF EXECUTIVE:

1 BACKGROUND

- 1.1 The Council began advertising for the vacant Chief Executive role in June 2023. The recruitment process was supported by Penna, a recruitment agency specialising in senior officer employment in Local Government. The vacancy was advertised on the council's website, through various recruitment portals, and in relevant publications.
- 1.2 Eleven candidates were longlisted for the role. The Chief Executive of Cornwall Council was selected as an Independent Technical Assessor to interview longlisted candidates, alongside representatives of Penna and Islington Council's Human Resources department, to assess their technical competence and potential to undertake the role.
- 1.3 The Employment and Appointments Committee met on 4 September 2023 to review the longlist of 11 applications, consider the outcomes of the Technical Interviews, and approve a shortlist for interview. The Committee agreed a shortlist of 4 candidates.
- 1.4 The Employment and Appointments Committee met on 18 September 2023 to interview shortlisted candidates. Prior to the interviews, the shortlisted candidates took part in psychometric testing and informal meetings with key external stakeholders, the chairs of the council's staff forums, young people, senior officers and elected members. Feedback from these meetings and tests was provided to the Committee.
- 1.5 The Committee agreed to recommend to the Council the appointment of Victoria Lawson. The Employment and Appointments Committee comprised of councillors Khurana (Chair), Burgess, Comer-Schwartz, Gill and Ward.
- 1.6 Victoria Lawson has 22 years' of experience in the public sector. Victoria has held corporate leadership positions at the London Borough of Hounslow for the last 7 years. In addition to her role as Executive Director of Environment, Culture and Customer Services, Victoria is also Chair of the London Environment Directors Network. Victoria has led Hounslow's programme in response to the climate emergency, led a number of cultural initiatives, and has worked to transform frontline services, alongside implementing a new approach to equality, diversity and inclusion.

1.7 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.

1.8 Financial Implications

The salary for this post is included within existing budgets.

RECOMMENDATIONS:

- 1.9 That Victoria Lawson be appointed as the new Chief Executive of Islington Council.
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2. OUTSIDE BODY APPOINTMENT: FINSBURY PARK TRUST

- 2.1 To note that Cllr Heather's term of office on the Finsbury Park Trust has expired, and to appoint Cllr Shaikh as his successor until September 2026, or until a successor is appointed.

RECOMMENDATIONS:

- 2.2 That Cllr Shaikh be appointed to the Finsbury Park Trust for a three year term until September 2026, or until a successor is appointed.

Report authorised by:

Marie Rosenthal
Interim Director of Law and Governance & Monitoring Officer
26 September 2023