

SLOUGH BOROUGH COUNCIL

REPORT TO: Council **DATE:** 30th January 2018
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WARDS: All

PART I FOR DECISION

APPOINTMENT OF INTERIM CHIEF EXECUTIVE and HEAD OF PAID SERVICE

1 Purpose of Report

This report seeks agreement to the appointment of an interim to the vacant post of Chief Executive and Head of Paid Service.

2 Recommendation

The Council is requested to resolve that Adam Wilkinson be appointed as the Council's Interim Chief Executive and Head of Paid Service with effect from 19th February 2018 for a period of six months.

3 Slough Joint Wellbeing Strategy Priorities

The Head of Paid Service along with the Monitoring Officer and the Section 151 Officer combine to form the Council's Statutory Officer functions. These roles are key to ensuring lawfulness, fairness, probity and general good governance that support the council in achieving its aims. It is important that they work effectively together yet maintain appropriate independence and that the roles are undertaken by adequately skilled and experienced staff supported by appropriate resources.

4 Other Implications

(a) Financial

None.

(b) Human Rights Act and Other Legal Implications

The appointment of a Head of Paid Service is a statutory requirement under Section 5, Local Government & Housing Act 1989. The Council has the power to designate and appoint the Head of Paid Service.

5 Supporting Information

- 5.1 At its meeting on 19 December 2017, the Council resolved that the Director of Finance and Resources be authorised to prepare a recommendation for the appointment of an interim Chief Executive and Head of Paid Service following consultation with the Group Leaders and UKIP member.

5.2 The Council's Head of Paid Service has a number of functions which are defined within the Council's constitution.

- Overall corporate management and operational responsibility (including overall management responsibility for all officers).
- Provision of professional advice to all parties in the decision making process.
- Together with the Monitoring Officer, responsibility for a system of record keeping for all the Council's decisions.
- Representing the Council on partnership and external bodies (as required by statute or the Council).
- Policy & Communications
- Professional Services

5.3 Following a recruitment and selection process which consisted of the following:

- Establishing two interview panels – one panel consisting of Members (comprising of the Leader, Deputy Leader, Conservative Group Leader and former UKIP member) and the second consisting of all the Directors;
- Engaging with recruitment agencies who specialised in interim chief executive searches;
- Both panels independently shortlisting CV's received from the recruitment agencies; and
- Both panels interviewing shortlisted candidates

A decision was made to recommend to Council the appointment of Adam Wilkinson as an interim Chief Executive and Head of Paid Service. Please see Appendix 1 for Mr Wilkinson's CV which highlights his experience to date.

5.4 The Council is committed to appointing permanent officers to the statutory officer roles but pending a permanent appointment a temporary appointment is necessary.

6 **Conclusion**

The role of the Head of Paid Service is an important element in the Council's structure and processes. The arrangements outlined in this report will ensure that the functions continue to be discharged appropriately until a permanent member of staff is appointed.

7 **Appendices**

Appendix 1 – Mr Adam Wilkinson CV.

8. **Background Papers**

None.

Profile – Adam Wilkinson

Skills, Knowledge & Experience

I have worked in the Public sector for over 34 years, as a Chief Officer for 15 years and have considerable experience and a successful track record in leading, managing and operating within large and complex organisations.

Developed particular experience and expertise with:

- helping organisations formulate and deliver ambitious strategic outcomes for their place and people
- managing & delivering large scale and wide ranging services.
- directly managing critical & complex projects, from internal transformation to major/complex regeneration & infrastructure projects/programmes.
- managing key relationships with stakeholder groups, local/national politicians/civil servants & partners.
- working effectively at all levels within Senior Management teams

Personal Qualities and Style

Chief Officer working in the Public Sector for over 34 years, gained considerable knowledge and understanding of the social and economic issues that impact on communities.

Good knowledge of organisations working at national, regional and sub-regional level and the considerable importance of collaborative partnership working to deliver effective change and improvement for people and places.

Able to work under considerable pressure, resilient and effectively leads and drives change when necessary. Committed to equality of opportunity, with strong ethical standards and leads by example, through a collaborative and inspirational style of management.

Developed outstanding public speaking and general communication skills through the various roles fulfilled, from presenting organisational priorities at staff conferences to presenting development opportunities to global investors

Employment History

Public Sector Roles and Assignments

Interim Director of Regulatory & Technical Services - Newry, Mourne and Down Council (Northern Ireland) June 2017 to Present

Interim Director responsible for the services of Planning, Building Control, Facilities & Asset Management, Grounds maintenance, cleansing and Waste Management. Introducing new ways of working, bringing together two legacy Council functions, producing policy's, procedures, structures and assisting with Corporate transformation within a complex and challenging political setting.

Interim Managing Director - Bexley Co Ltd/London Borough of Bexley

Fulfilled the Interim MD role from 3 July 2017 to 31 October 2017, responsible for setting up the Council's arms length investment & development Company, designed to both help regenerate

Bexley and to produce revenue streams to the Council, with an initial £160m worth of developments rising to assets worth around £0.5billion.

Interim Head of Paid Service - North East Combined Authority

Fulfilled the Interim Head of Paid Service role from June 2015 to July 2016. Worked with the seven local authorities of Durham County Council, Gateshead Council, Newcastle City Council, North Tyneside Council, Northumberland County Council, South Tyneside Council and Sunderland City Council, who established the North East Combined Authority (NECA) in 2014.

Fulfilled the role of Interim Head of Paid Service responsible for delivering a large number of objectives and outcomes, as agreed by the Combined Authority Leaders Board :-

- Designed and appointed the NECA team and Devolution team, consisting of Interims, secondments and permanent staff members & produced policies, procedures and systems to ensure effective governance & efficiency.
- Managed the delivery of services from the Metro Rail system to significant regeneration including housing schemes and an overall budget of £250million per annum.
- Initially supported then led the process in reaching initial agreement on a Devolution Deal between the Government and the Mayoral/Combined Authority, working with the 7 LA Leaders & CEO's, Government officials & Ministers, Business leaders and the LEP.
- Significantly improved relationships with the Business Community such as the NE CBI, Chamber of Commerce, FSB, EEF and so on through direct and regular open and honest engagement and sensitively facilitated a refresh of the Local Enterprise Partnership (NELEP), with the election of a new Chair, board Members and working with the Chief Operating Officer to merge the two teams of NECA and NELEP.

Interim Director - Neighbourhood Services - York City Council

From January 2009 to July 2009, responsible for the Council's Commercial services functions, including Highways, Waste, Environmental Health, Trading Standards, Building Maintenance, Community Safety and Neighbourhood Management. Restructured the Directorate to provide greater levels of customer satisfaction, more efficient working practices and a general modernisation of Neighbourhood management.

Member of the Corporate management team and assisted in the development of a new Corporate strategy and the Council transformation programme. Was also the Council's lead officer on Member Development and data management.

Permanent Roles

Chief Executive - Derby City Council - July 2009 to December 2014

- Responsible for a large Unitary City Council, serving a population of 250,000 people and employing 9000 staff, worked with 4 different Political Administrations and 5 Leaders (LD, Cons, Cons/LD, then Labour) achieving :-
- Development and implementation of Derby's Community Strategy, Derby City Council's City Plan(s) and numerous strategic plans associated with improving Social and Economic outcomes for the communities and businesses of Derby.
- Balanced budgets and £96m of savings with £32m in efficiency savings
- Improved performance and increased customer satisfaction in Council services despite significant cuts and losing over 1200 members of staff in the previous four years.

- Delivery of £600m Capital Programme supporting service improvements, infrastructure, Housing and regeneration, including delivery of Derby's Arena, a multi-use sports Arena and Velodrome.

Directly designed, led and managed the delivery of the Council's Accommodation Strategy – including a £35m refurbishment and extension of the Council House allowing 3000 staff to be based in the building compared to just 500 in 2011.

Directly designed, managed and led a council-wide transformation programme, (one derby one council – ODOC) introducing comprehensive flexible working, significant customer channel shift and a new target operating model.

- Directly developed and delivered the Streetpride service, a one stop Neighbourhood and Environmental service, bringing together all blue and white collar services, contracted as well as traded services, associated with the City's street scene.
- Directly created a City Regeneration Fund and a City Living Fund – which was extremely successful, highly flexible and highly responsive investment fund designed to promote the regeneration of the city bringing new jobs, new and retained businesses, the regeneration of derelict buildings and significant housing development.
- Established a partnership with Aston, Cranfield and Derby Universities to offer supply chain services to over 50 transport engineering companies (as part of the Planes, Trains and Automobiles Strategy)
- Conceived, designed and chaired Public/private joint venture partnership delivering a 250 acre manufacturing and technology park – Infinity Park Derby (IPD), Derby's flagship long term employment initiative.

Achieved the Equality Framework for Local Government (Excellent category) and the Stonewall Top 100 Employers.

- Won the Business Transformation Award at the LGC Awards in 2013,
- the Children's Services Award at the MJ Awards in 2013,
- the Public /Private Partnership Award at MJ Awards in 2013,
- the Efficiency Award at the LGC Awards in 2014,
- the Workforce Transformation Award at the MJ Awards 2014
- the LGC & MJ Management Team of the Year awards in 2012 & 2014
- Finalists for Council of the Year at the LGC Awards in 2013 and 2014.

Additional roles

- Lead peer reviewer for the Local Government Association and led on reviews of North East Lincolnshire Council, Bolsover District Council, North East Derbyshire District Council and Brighton and Hove City Council.
- Judge for the Local Government Chronicle and Municipal Journal Awards.
- Set up the Key Cities Group with Derby City Council being a founding and lead member–formed to achieve national lobbying to Government and to learn from and support each other.

Managing Director of Environment and Regeneration with Kent County Council - September 2007 to October 2008

Responsible for over 2,000 employees and accountable for a revenue budget of over £200 million and approximately £111 million of capital investment. In 2007/2008, directorate generated £72 million external funding and income.

Corporate lead for Social, Economic and Environmental Regeneration, Spatial Planning, Kent Highway service, Transport, Waste Management and the Kent Growth Areas programme (Thames Gateway and Ashford) and provided lead officer support to the Council's Regeneration Board.

Strategic Director of Environment and Development - Rotherham Metropolitan Borough Council - 2002 to 2007

Directorate employed 2,500 people and managed a £150 million Revenue Budget, a £300 million Capital Programme and a £1 billion Regeneration Programme.

The Directorate provided the Council's Commercial/Traded Services, such as Highways, Building Maintenance, Grounds maintenance, Transport, Leisure & Culture as well as Regeneration (RiDO), Planning, Building Control, Asset Management, Rotherham Construction Partnership, Customer Services Strategy and the Town Centre Urban Renaissance programme. Also lead officer support to the Council's Regeneration Board and Property Board.

Fulfilled the Deputy Chief Executive role, representing the Council on a number of Local and Regional Boards including the Chamber of Commerce, the Local Strategic Partnership, Renaissance South Yorkshire Ltd (Company Director Public/Private partnership), South Yorkshire Coalfields Partnership and so on.

From 2003 to 2007 the directorate achieved a number of positive outcomes :-

- Major schemes of inward investment were negotiated and delivered, valued at nearly £1bn.
- A Rotherham regeneration master plan produced via a town team – through an urban renaissance programme and implementation with £350 million of development including the Advanced Manufacturing Park (AMP) - Project Lead
- Investors in People Award, ISO 9001 (Quality Management), ISO 14001 (Environmental Management) EMAS certification, five Charter Mark Awards and a number of professional body awards eg RIBA, RICS and ICE for particular developments.
- Local Government Chronicle Award for 'Environment' in 2005 for Rotherham Streetpride and for 'Regeneration' in 2007.
- Seven Beacon Council Awards for: Fostering Business Growth, Removing Barriers to Work, Asset Management, Supporting New Businesses, Delivery of Quality Services through Procurement, Emergency Planning and Better Public Places.

Career in Local Government

- Company Director, Adam Wilkinson Consultancy Ltd, 2014 to Present
- Chief Executive, Derby City Council, 2009 to 2014
- Managing Director, Kent County Council, 2007 to 2008
- Strategic Director, Rotherham Metropolitan Council, 2002 to 2007
- Head of Service, Kirklees Metropolitan Council, 1998 to 2002
- Assistant Director, Torfaen County Borough Council, 1996 to 1998
- Assistant Director, South Bucks District Council, 1991 to 1996
- Principal Surveyor, London Borough of Camden, 1987 to 1991
- Building Surveyor, London Borough of Barnet, 1986 to 1987
- Assistant Surveyor, London Borough of Redbridge, 1985 to 1986
- Trainee Surveyor, Wycombe District Council, 1983 to 1985

* Interim Director/MD/Head of Paid Service roles 2008 – 2009 & 2014 - Present

Qualifications

- University of Wales College, Master Degree in Business Administration, MBA, 1999
- University of Wales College, Post Graduate Diploma in Business Administration, DBA, 1997
- South Bank University, Degree in Construction Management, BSc, 1990
- Thames Valley University, HNC in Building Studies, HNC, 1985

Professional Qualifications

- President, Chartered Association of Building Engineers, PPBEng, 2002-2003
- Fellow Member, Chartered Institute of Building, FCIOB, 1990-2005
- Fellow Member, Chartered Association of Building Engineers, FBEng, 1994-2005
- Fellow Member, Royal Society of Art, FRSA, 2000-2003