

Meeting of the Employment Committee

14 November 2024

Chair: County Councillor Phillippa Williamson

Part II (Not Open to Press and Public)

Recruitment of Director of Adult Social Services and Interim Arrangements

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information.)

Lucy Thompson, Director of People presented a private and confidential report that set out the arrangements for the recruitment for the interim and permanent Executive Director of Adult Social Services (DASS) role at Lancashire County Council.

Resolved: That

- i. The Job Description and Person Specification for the interim, and permanent appointment of the Executive Director of Adult Social Services be approved, including for the appointment to be a full-time role for Lancashire County Council (with the secondment agreement coming to a natural end upon the departure of the incumbent) to ensure the county council's focus during this transitional period;
- ii. The use of the previously selected recruitment agency as discussed as the external specialist executive recruitment partner for the appointment process to ensure coordination with the recruitment of the Chief Executive/Head of Paid Service role, be approved;
- iii. Following consideration of the applications for the Interim Director of Adult Social Services, Helen Coombes be appointed Interim Executive Director of Adult Social Services from 1 December 2024 and Director of People be authorised, in consultation with Head of Paid Service, Leader of the County Council and Leader of the Opposition, to identify an alternative preferred candidate if required;
- iv. The timetable for the permanent recruitment of the Director of Adult Social Services to ensure coordination with the recruitment of the Chief Executive/Head of Paid Service, be approved; and
- v. The Director of People be authorised to process the arrangements.

