



Subject:	Recruitment and Selection of New Chief Executive
Date:	25th March 2022
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Sheridan, Head of Human Resources

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To provide Members with an overview of the selection process which resulted in the appointment of Mr. John Walsh, City Solicitor and Director of Legal and Civic Services, to the post of Belfast City Council's Chief Executive, with effect from 21st March 2022.
2.0	Recommendations
2.1	The Committee is asked to note the contents of this report.
3.0	Main Report
3.1	To ensure impartiality, the recruitment and selection process for the post of Chief Executive was administered by the Local Government Staff Commission for N.I. and a professional executive search company, GatenbySanderson, was commissioned to generate as wide an applicant pool as possible.

3.2	<p>All short-listing and interviewing panel members (and their substitute nominees) were trained in non-discriminatory recruitment and selection techniques by the LGSC for N.I.</p>
3.3	<p>Advertisement: The post was publicly advertised on 6th January in a wide range of recruitment and social media: Belfast Telegraph, Irish News, Newsletter, the Municipal Journal, the Guardian Online alongside a social media high impact campaign using Facebook, Twitter, LinkedIn etc. The closing date for receipt of applications was 28th January and 15 application forms were received.</p>
3.4	<p>The Stage 1 short-listing meeting took place on 8th February. The short-listing panel comprised: Councillors Groogan (Green Party); Beattie (Sinn Fein); Bunting (DUP); along with the Chairperson of the LGSC, Bumper Graham; and the LGSC Director of Corporate Services, Helen Hall. The purpose of this meeting was to assess the information submitted by the candidates in their application forms against the criteria as set out in the employee specification for the post in terms of qualifications and experience. Following consideration, the short-listing panel shortlisted 10 candidates to progress to the preliminary interview stage of the selection process.</p>
3.5	<p>The preliminary interviews were conducted by GatenbySanderson week commencing 14th February. The Stage 2 shortlisting meeting took place on 22nd February and following consideration of the candidates' performance at the preliminary interviews, 7 candidates progressed to the next stage of the selection process, the assessment centre.</p>
3.6	<p>AS Associates ran the assessment centre on 2nd March, with 4 applicants short-listed to attend the final stage of the selection process, the final interviews.</p>
3.7	<p>The final interviews with presentation took place in-person in City Hall on 15 March 2022. The interviewing panel comprised: Councillors Groogan (Green Party); Beattie (Sinn Fein); Bunting (DUP); McDonough-Brown (Alliance); and Heading (SDLP); along with the Chairperson of the LGSC, Bumper Graham; and the LGSC Director of Corporate Services, Helen Hall. Two external Professional Assessors were in attendance to advise the interviewing panel: Liam Hannaway (retired Chief Executive of Newry, Mourne and Down District Council) and Paul Orders (Chief Executive of Cardiff Council). Following the interviews, the interviewing panel recommended Mr. John Walsh for appointment. There was no named reserve candidate.</p>

3.8	<u>Financial and Resource Implications</u> None associated with this report
3.9	<u>Equality or Good Relations Implications/ Rural Needs Assessment</u> None associated with this report
4.0	Documents Attached
	None