

RECRUITMENT AND INDIVIDUAL PERFORMANCE MANAGEMENT COMMITTEE

At a Meeting of the Recruitment and Individual Performance Management Committee held in the Council Chambers, Municipal Buildings, Station Road, Dumbarton on Tuesday, 30 October 2007 commencing at 9.15 a.m.

Present: Councillors Margaret Bootland, Craig McLaughlin, Martin Rooney and Iain Robertson.

Attending: David McMillan, Chief Executive; Tricia O'Neill, Head of Human Resources and Organisational Development.

Also

Attending: Donogh O'Brien, Munro Consulting*.

* In attendance following completion of the interviews only.

Apologies: Apologies for absence were submitted on behalf of Provost Denis Agnew and Councillors David McBride and Ronnie McColl.

Councillor Iain Robertson in the Chair

EXCLUSION OF PRESS AND PUBLIC

The Committee approved the following resolution:-

"That under Section 50A (4) of the Local Government (Scotland) Act, 1973 the press and public be excluded from the meeting for the following item of business on the grounds that it may involve the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 7A of the Act."

POST OF EXECUTIVE DIRECTOR OF CORPORATE SERVICES – INTERVIEW OF CANDIDATES

The Committee was asked to formally indicate if there was any conflict of interest which would materially affect the recruitment process in respect of the shortlisted candidates. It was confirmed that although one of the candidates was known to the Committee there was no relationship of a more personal nature that could potentially impact on the decision making process.

The Committee agreed the running order of the competency based interview questions and proceeded to interview and hear a presentation from the

underrated candidates for the post of Executive Director of Corporate Services:-

**A Clements
J Davidson
D Hall
E Melrose
D Paxton
J White**

The Committee then heard from Mr. O'Brien, Munro Consulting, who provided further assessment information on each candidate.

Interview assessment sheets were then finalised by Members scoring their overall assessment of each candidate.

The Committee identified a preferred candidate for appointment to the post, with a reserve candidate in the event of non-acceptance of the post. It was noted that the final decision on this post would be confirmed at the wash - up session on Wednesday, 31 October 2007.

The meeting closed at 6.30 p.m.