

North York Moors National Park Authority

20 March 2017

Recruitment for Director of Conservation Post

1. Purpose of the Report

- 1.1 To seek Members' approval for delegating the authority to appoint to a Director level post to a Panel.

2. Background

- 2.1 David Renwick, the current Director of Conservation, has been with the Authority since April 2013. David is keen to progress his career and has recently been successful in securing the post of Head of the Heritage Lottery Fund (Yorkshire and Humber), based in Leeds. David's employment terms with the Authority require him to give 3 months' notice and he is not expected to leave the Authority until 2 June.

3. Recruitment

- 3.1 Officers consider that recruiting a replacement for David is vital if the Department is to meet the targets agreed recently in the new Business Plan and therefore wish to start the process shortly.

- 3.2 The Chief Executive intends redrafting the job description for the post to ensure that it dovetails properly with the Director (Polyhalite Projects) role. This may require some minor restructuring within the department to ensure that there is clarity regarding responsibilities, particularly in relation to the delivery of the conservation related aspects of the Section 106 work. The practical working arrangements between the Director (Polyhalite Projects) and the Director of Conservation will need to be developed carefully as the teams will have shared objectives. Although it is expected that all these issues can be resolved fairly quickly, the start-up phase is highly demanding with tight delivery schedules. For this reason, Officers are keen to keep an open mind regarding the method of filling David's post. It may be wise to make a shorter term appointment of an experienced senior conservation manager rather than opting straight away for a full recruitment process to fill the post on a long term basis.

- 3.3 The current scheme of Delegation requires appointment at Director level to be subject to approval by the full Authority, although in practice it usually determines to delegate these powers. Officers therefore propose that Members delegate their powers for the appointment to this Director post to a panel consisting of the Chair, Chair of the Conservation and Land Management Forum and the Chief Executive.

4. Financial and Staffing Implications

- 4.1 The costs of recruitment for this post will be funded via core budgets.

5. Recommendation

5.1 That Members:

- Delegate powers to make an appointment to the Director level post described in this paper to the panel outlined in Paragraph 3.3.
- Delegate to this panel the decision regarding whether and how to make a temporary (up to 3 years) or substantive appointment.

Contact Officers:

Andy Wilson

Chief Executive

and

Ian Nicholls

Assistant Director of Corporate Services

01439 772700

Background documents to this report

File ref.