



**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

17 September 2018

[REDACTED]

I write with reference to your request received on 21 August 2018 reference CA15.

Please find the response provided below.

I hope this information is helpful but if you are unhappy with the service you have received in relation to your request, please let me know.

Question:

Process to appoint to the post of Director of Strategy and Planning.

- Please advise how candidates were asked to apply for the post and if all candidates followed this route.
- How many applications were received by the deadline?
- How many applications were received after the deadline? If further candidates were considered was this because of further search?
- Please advise of the short-listing process, who was involved and the criteria used to select candidates for first phase interview.
- Please advise of the outcome of the initial phase and any recommendations from the panel, if there were any recommendations how these were considered.
- Please advise of the makeup of the final interview panel.
- Please confirm if any offers of appointment have been made and to whom

Answer:

Candidates applied in writing for the role of Director of Strategy and Planning after the job was advertised in the Times, The Guardian, The Telegraph and on LinkedIn.

All applications were made to an independent, national, recruitment advisor Penna and no direct applications were considered. All 14 candidates submitted a written application by the deadline of

9 am on 6 June 2018, no applications were received after the deadline and no further searches were completed.

The recruitment advisor (Penna) provided a list of applicants for this position to the employment panel, as approved by the Employment Committee.

Candidates were then long-listed by the resourcing agency and panel with the key factors including:

- fit with organisational values and behaviours
- stakeholder management and political engagement skills
- technical skill
- overall fit of management team

The outcome of the initial phase was that the panel agreed to put forward two candidates for final interview for the role of Director of Strategy and Planning.

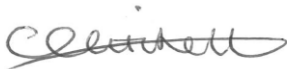
Mayor James Palmer, Deputy Mayor Councillor Charles Roberts and Councillor Ryan Fuller made up the final interview panel and Paul Raynes was offered and accepted the role of Director of Strategy and Planning.

I hope this information is helpful but if you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review, you should write to us via our contact us email address – contactus@cambridgeshirepeterborough-ca.gov.uk or write a letter to Complaints, Cambridgeshire and Peterborough Combined Authority, c/o Scrutiny Officer, The Grange, Nutholt Lane, Ely CB7 4EE within 40 days of the date of this e-mail.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, or via their website: <https://ico.org.uk/>

Generally, the ICO will not undertake a review or make a decision on a request until the internal review process has been completed.

Yours sincerely



Erin Mitchell
Interim Head of Communications and Information