

Decision title

---

## Appointment of the Assistant Director, People Service

---

Recommendation by  
Director of Corporate Services

Decision Number  
LFC-0030-D

---

NOT PROTECTIVELY MARKED

---

### Summary

In 2017, Assistant Commissioner Andy Roe and Tracey Dennison, interim Head of Human Resources Management, undertook a review of people-related services in the Brigade, leading to the creation of a People Services department for the Brigade, which would be headed up by a new Assistant Director.

In February 2018, the Brigade engaged Gatenby Sanderson to undertake an executive search and selection process to support the appointment of an Assistant Director of People Services. As a consequence, a recruitment panel has met and recommended an appointment to the post.

### Decision

The London Fire Commissioner delegates the implementation of the recommendation of the recruitment panel for the new Assistant Director, People Services, and consequent appointment, to the Director of Corporate Services.



**Tom George**  
Deputy London Fire Commissioner

Date 13/6/2018

| Access to Information – Contact Officer |                               |
|---|-------------------------------|
| Name                                    | Steven Adams                  |
| Telephone                               | 020 8555 1200                 |
| Email                                   | governance@london-fire.gov.uk |



Report title

---

## Appointment of Assistant Director, People Service

---

Report to

London Fire Commissioner

Date

13 June 2018

Report by

Director of Corporate Services

Document Number

LFC-0030

---

### **REPORT: NOT PROTECTIVELY MARKED**

### **APPENDIX 1: OFFICIAL-SENSITIVE**

---

#### **Summary**

In 2017, Assistant Commissioner Andy Roe and Tracey Dennison, interim Head of Human Resources Management, undertook a review of people-related services in the Brigade, leading to the creation of a People Services department for the Brigade, which would be headed up by a new Assistant Director. In February 2018, the Brigade engaged Gatenby Sanderson to undertake an executive search and selection process to support the appointment of an Assistant Director of People Services. As a consequence, a recruitment panel has met and recommended an appointment to the post.

#### **Recommendation(s)**

The London Fire Commissioner delegates the implementation of the recommendation of the recruitment panel for the new Assistant Director, People Services, and consequent appointment, to the Director of Corporate Services.

#### **Background**

1. In 2017, Assistant Commissioner Andy Roe and Tracey Dennison, interim Head of Human Resources Management, undertook a review of people-related services in the Brigade. The resultant report was approved by the then Corporate Management Board. This included a recommendation to create a People Services department *"led by a professional Head of Service with board level experience and the skills and knowledge to lead the full range of functions. Her/his role will be to develop a comprehensive People Strategy and ensure those services work together to support the delivery of the Brigade's objectives and that staff and managers experience a professional, consistent and high-quality service."*
2. In February 2018, the Brigade engaged Gatenby Sanderson to undertake an executive search and selection process to support the appointment of an Assistant Director of People Services graded TMG A\* (job description attached as Appendix 1).
3. The post was advertised on appropriate job sites and Gatenby Sanderson undertook an extensive search process. In total 64 candidates applied and Sue Budden, Director of Corporate Services, and Tracey Dennison determined a longlist of 15 candidates who were interviewed by Gatenby Sanderson. From this longlist, five candidates were invited to meet

Sue Budden and Tracey Dennison for a preliminary discussion and the shortlist was then reduced to three applicants who were interviewed by the recruitment panel.

4. The outcome of the interviews is described in Appendix 1.

#### **Finance comments**

5. Finance comments to the Commissioner are contained within Appendix 1.

#### **Workforce comments**

6. None.

#### **Legal comments**

7. General Counsel has reviewed the contents of this report and has no comments to make

#### **Sustainability implications**

8. There are no specific sustainability implications arising from this report.

#### **Equalities implications**

9. There are no specific equalities implications arising from this report.

#### **Publication of this report**

10. As this report requires a decision of the Commissioner, it will be published on the Brigade website as a background document to the decision.

#### **Appendix to this report:**

11. Appendix 1 (confidential)

**OFFICIAL-SENSITIVE**  
THIS INFORMATION IS  
REDACTED AS IT CONTAINS  
PERSONAL INFORMATION

**OFFICIAL-SENSITIVE**  
THIS INFORMATION IS  
REDACTED AS IT CONTAINS  
PERSONAL INFORMATION

**OFFICIAL-SENSITIVE**  
THIS INFORMATION IS  
REDACTED AS IT CONTAINS  
PERSONAL INFORMATION

**OFFICIAL-SENSITIVE**  
THIS INFORMATION IS  
REDACTED AS IT CONTAINS  
PERSONAL INFORMATION

**OFFICIAL-SENSITIVE**  
THIS INFORMATION IS  
REDACTED AS IT CONTAINS  
PERSONAL INFORMATION