

APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 2 December 2021

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Bob Parry OBE FRAGS (Vice-Chair)
- Councillors R Dew, Glyn Haynes, T LI Hughes MBE, K P Hughes,
Vaughan Hughes, Llinos Medi Huws, A M Jones and R Meirion Jones
- IN ATTENDANCE:** Head of Profession (Human Resources) and Transformation,
Human Resources Manager (CW),
Human Resources Officer (NH),
Committee Officer (MEH).
- APOLOGIES:** None
- ALSO PRESENT:** None
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1 DECLARATION OF INTEREST

Councillor K P Hughes declared a personal interest as he knew one of the applicants, he said that following legal advice, the applicant is not a close personal contact and he was able to take part in the meeting.

2 MINUTES

The minutes of the meeting held on 5 November, 2021 were confirmed as correct.

3 EXCLUSION OF THE PRESS AND PUBLIC

It was RESOLVED:-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during the discussion on the following item as it may involve the likely disclosure of exempt information as defined in Paragraph 12A of the said Act and in the attached Public Interest Test.”

4 STAFF APPOINTMENTS

Chief Executive

The Head of Profession (Human Resources) and Transformation reported that in accordance with the recommendation of the Appointments Committee held on 12 October, 2021 the post of Chief Executive was advertised externally from the 22 October, 2021 until the 22 November, 2021. She further reported that as a result of an independent shortlist analysis by HR Officers, it was recommended that the Committee identifies the candidate/s to be interviewed.

It was recommended that the Appointments Committee follow the following process of :-

- An independent psychometric assessment be undertaken by a trained and qualified psychologist of the behavioural competencies of the individual, identifying any risks that the Appointment Committee may wish to consider prior to making their appointment decision;
- A scenario assessment to test breadth and depth knowledge in relation to the post;
- A professional interview with two independent external individuals together with the Head of Profession (Human Resources) and Transformation;
- A MTQ48 assessment be undertaken to assess the mental toughness and resilience.
- All outcomes from the testing process prior to the final interview will be shared with the Appointments Committee to inform their final selection.

It was RESOLVED that the officer recommendations for shortlist be accepted and the process for recruitment as outlined above be supported.

**COUNCILLOR IEUAN WILLIAMS
CHAIR**