



## Chief Executive Appointment Process

### Members Survey

Further to the recent recruitment process for the appointment of the Council's Chief Executive, the Senior Recruitment Task and Finish Panel has requested feedback from the Appointment Committee, Candidates and the Council's Consultants. The survey includes the following sections; the terms of reference, the consultants, the assessment centre and the recruitment process.

The survey should take no more than ten minutes to complete but this will depend on the depth of your answers to the general questions. The information you provide will be treated in the strictest confidence and will inform the Council's review of senior management recruitment which is being carried out by the Task and Finish Panel. Please complete this survey by Sunday 15 October 2012.

### The Appointment Committee

**1. The Council established a Committee to deal with the recruitment of a Chief Executive.. Please rate the following:**

	Excellent	Good	Average	Below average	Poor	Not applicable
Clarity of the Terms of Reference	2	2	0	0	0	0
Clarity of the Committees role in contractual negotiations	3	1	0	0	0	0
Clarity of the Committee's role in general operation of the Committee	1	3	0	0	0	0

How could we improve these areas, please provide details.

1

### The Council's Consultants

**2. The Council appointed GatenbySanderson to assist with the recruitment process. Please rate the following:**

	Excellent	Good	Average	Below average	Poor	Not applicable
Overall performance of the Council's consultants	2	2	0	0	0	0
The process for selection of the consultants	0	3	0	0	0	1
Their support to the Committee	3	1	0	0	0	0
Their recommendations regarding advertising and candidate search	1	2	0	0	0	1
Their recommendations regarding short and long lists	2	1	0	0	0	1
Their recommendations regarding the assessment centre	0	3	0	0	0	1
Their recommendations regarding the interview questions	0	3	0	0	0	1

How could these areas be improved, please provide details.

2

### Assessment Centre

**3. Please rate Gilwell Park as a remoted venue:**

	Excellent	Good	Average	Below average	Poor	Not applicable
Gilwell Park	1	3	0	0	0	0

Comments on the venue.

1

**4. My preferred venue for the selection process would be.**

Civic Offices      0      Remote venue      4

**5. A number of seperate sessions/exercises took place over the two day assessment. Please rate the following:**

	Excellent	Good	Average	Below average	Poor	Not applicable
Meeting with the Leader/Deputy Leader	1	0	0	0	0	3
Psychometrics	1	0	1	0	0	2
Critical thinking exercise	1	0	1	0	0	1
Observed exercise (role play)	1	2	1	0	0	0
Feedback session end of day 1	2	2	0	0	0	0
Interactive session (day 2)	1	3	0	0	0	0
Structured interview	1	3	0	0	0	0
Selection and decision session	1	2	0	0	0	1

### Recruitment Process

**6. Please rate the following:**

	Excellent	Good	Average	Below average	Poor	Not applicable
Overall rating for the process	2	2	0	0	0	0
Length of time taken	1	3	0	0	0	0
Officer support	3	1	0	0	0	0

How could the process be improved, please provide details.

3

**7. Any other comments**

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Thank you very much for your time in completing the survey questionnaire