





Highland and Argyll and Bute Council as employers. The process to date has mirrored that used by the Council.

- 3.5 In order to ensure that Appointment Panel members' skill sets are up-to-date, officers will put in place training with the aim of having up to 50% of an Appointment Panel trained. This training will be included in future Elected Member induction. This will ensure that Panel members' skills are current in regard to our internal processes and external factors that influence the recruitment environment such as relevant legislation. This training will include a session by SOLACE, delivered remotely, on the interpretation of assessment centre outputs.

#### **4.0 CONCLUSION**

- 4.1 In conclusion, this paper provides recommended changes to the procedure for Recruitment and Selection for Chief Officer Appointments. This is based on feedback from recent selection processes and opportunities provided by technology.

#### **5.0 IMPLICATIONS**

- 5.1 **Policy** – Changes to the protocol for appointing chief officers will require an update the Council's constitution
- 5.2 **Financial** - nil
- 5.3 **Legal** - training will ensure that the recruitment processes are conducted in accordance with legislation
- 5.4 **HR** – Protocol for Recruitment and Selection for Chief Officer appointments has been updated
- 5.5 **Fairer Scotland Duty:**
- 5.5.1 **Equalities - protected characteristics** - nil
- 5.5.2 **Socio-economic Duty** - nil
- 5.5.3 **Islands** - nil
- 5.6. **Risk** – failure to engage with technological changes is incongruent with our status as an innovative Council and could have a detrimental effect on attracting the best candidates to Chief Officer posts within the Council.
- 5.7 **Customer Service** - nil

**Executive Director b9IHp**