

Decision of Pedro Wrobel, Joint Chief Executive – 20th June 2024

Contract award to Penna Executive Search

Record of Decision: To award a contract to Penna Executive Search for the provision of an interim Strategic Director for Economy, Planning and Place for a 3 month period from the 15 July.

Decision made by:
Pedro Wrobel (Joint Chief Executive)

Source of delegation:
Scheme of delegation; B.1, Head of Paid Service

Summary:

Four executive search companies were contacted by Jon Formby, HR Manager and they each were requested to provide a quote for the provision of an interim Strategic Director for Economy, Planning and Place. Specifically they were asked for confirmation of their typical daily rates for this level of role and their additional mark up charge.

The four executive search companies were:

- Faerfield
- Penna
- Solace
- Tile Hill

Figures set out in the exempt appendix confirm a typical daily candidate rate as provided by each agency and then the percentage agency fee that they would charge on top of this rate, unless otherwise indicated.

Of the four options, Penna are offering the most cost effective agency mark up with a 14% percentage and are the chosen provider to work with for this recruitment.

Declaration of Disclosable Pecuniary Interests or Conflict of Interest:

None

Key Decision?:

No

Reason For Decision:

Penna provided the most cost effective agency mark up cost of the four executive search companies provided. In addition Penna have supported Waverley and Guildford Borough Council on a number of senior recruitment campaigns and already have a good understanding of our organization, culture and requirements.

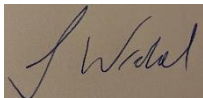
Exempt/Open: Part exempt

Alternative Options Considered:

Use of internal resources to cover this role for an interim period was also covered, but it was decided that at this current time that wouldn't provide the necessary senior leadership needed for both this role but also the Corporate Management Board as a whole which had a number of new members and needed an experienced candidate.

Other Matters Considered:			
Legal Implications	✓	Financial Implications	✓
Climate Change /Sustainability Implications	✓	Equality and Diversity Implications	✓
Community Safety Issues	✓	Human Resource Implications	✓
Key Risks	✓	Other	✓
Background Papers: None			
Contact Officer: Jon Formby, HR Manager			
Call-in	N/A – Officer administrative decision.		

Signed:



Date: 27 June 2024

Name: Pedro Wrobel

Role: Joint Chief Executive.

If you have any questions about this decision, please email committees@waverley.gov.uk