

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE: Appointment of the New Chief Executive	
REPORT OF: Chief Executive	
FOR SUBMISSION TO: The Council	DATE: 22 May 2025
SUMMARY OF REPORT: The Local Authorities (Standing Orders) (England) Regulations 2001 requires the Council to approve the appointment of the Head of the Paid Service before a formal offer of appointment is made. This report sets out the appointment process followed in order to identify the preferred candidate for the role of Chief Executive and asks the Council to approve the appointment of the preferred candidate. Local Government Act 1972 – Access to Information No documents were used in the preparation of this report which are required to be listed Contact Officer: Senay Yesil and Frances Woods People and Inclusion Service 5 Pancras Square, London N1C 4AG E-mail: frances.woods@camden.gov.uk senay.yesil@camden.gov.uk Tel: 020 7974 1701	
RECOMMENDATION: The Council is asked to: <ul style="list-style-type: none"> • Approve the appointment of Jon Rowney as the Council's Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer. • Approve the starting salary of £230,000 per annum. 	

Signed:

Date: 13 May 2025



1. INTRODUCTION

- 1.1 The Local Authorities (Standing Orders) (England) Regulations 2001 requires the Council to approve the appointment of the Head of the Paid Service before a formal offer of appointment is made. This report sets out the approach adopted to identify the best candidate for the role and asks the Council to approve the recommendation made by the Audit and Corporate Governance (Appointment Panel) Sub-Committee to appoint the preferred candidate for the role of Chief Executive, Head of Paid Service, Returning Officer and Electoral Registration Officer.
- 1.2 As members will be aware the Council provides assistance under contract to the North London Waste Authority (NLWA) including providing Financial, Legal Advisor and Clerk. As is currently the case, the role of Chief Executive at Camden will continue to fulfil the role of Clerk to the NLWA.

2. BACKGROUND

- 2.1 As Members will be aware we have been conducting a recruitment process to find a new Chief Executive to replace Jenny Rowlands, who provided the Council with 6 months' notice of her departure at the end of this summer. As provided for in the Constitution of the Council, the Audit and Corporate Governance (Appointment Panel) Sub-Committee, has overseen the recruitment process and decision making regarding the selection of suitable candidates. The Appointment Panel Sub-Committee is comprised of a cross-party panel of Members responsible for Chief Officer recruitment.

3. SUMMARY OF RECRUITMENT PROCESS

- 3.1 There was an open recruitment process, including external advertising, which attracted 44 applications. From these, six candidates were longlisted and invited to take part in a technical assessment interview conducted by a sitting Chief Executive. Following this stage, four candidates were shortlisted to attend a comprehensive day-long assessment centre, which included a range of panel interviews with key stakeholders, partners, and community representatives.
- 3.2 In arriving at their decision, the Appointment Panel Sub-Committee considered the evidence gathered from all aspects of the selection process in the context of the criteria for the role and decided that Jon Rowney was their preferred candidate for the position of Chief Executive.
- 3.3 Members of the Cabinet not involved in the selection process have confirmed that there are no objections to the proposed appointment, a process required by law.

4. APPOINTMENT TIMESCALES

- 4.1 Jenny Rowlands last day of employment with Camden will be the 31st of August with the new Chief Executive being appointed from the 1st of August.

5. FINANCE COMMENTS OF THE EXECUTIVE DIRECTOR CORPORATE SERVICES

- 5.1 Finance have been consulted on this appointment and the salary costs will be met from within existing budget provision.

6. LEGAL COMMENTS OF THE BOROUGH SOLICITOR

6.1 The Local Government and Housing Act 1989 requires the Council to appoint a Head of Paid Service and to provide that person with such staff, accommodation and other resources as are, in his opinion, sufficient to allow his duties under this section to be performed. The section also sets out particular matters the Head of Paid Service may consider as part of their role.

a. The Act stipulates that any appointment made by the Council must be on merit subject only to some exemptions concerning the Council's equality duties. The Council should, if challenged, be able to demonstrate that the successful candidate was the best candidate by objective reference to both the application and the interview process.

b. Local Authorities (Standing Orders) (England) Regulations 2001 (the Regulations) set out the requirements for the appointment of senior staff and the relevant provisions of the Regulations are contained in the Officer Employment Procedure Rules, which are set out in Part 4, section 9 of the Council's Constitution. The procedure set out in this report complies with the Regulations.

6.2 The Council has the power to appoint such officers as it considers necessary for the proper discharge of the Council's functions by virtue of the Local Government Act 1972.

6.3 By virtue of the Local Government Act 1972 such an officer "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit".

6.4 The Accounts and Audit Regulations 2015 require all local authorities in their annual statement of accounts to publish details of remuneration for all senior employees earning in excess of £50,000 p.a. In the case of senior employees who earn in excess of £150,000 p.a. these employees will be required to be identified by name.

REPORT ENDS