

## Part A

**Report to:** Council

**Date of meeting:** 19 July 2022

**Report author:** Managing Director

**Title:** Executive Director of Place

### 1.0 Summary

1.1 This report recommends the appointment of Tom Dobrashian Executive Director of Place for Watford Borough Council, effective from 1 August 2022.

### 2.0 Risks

#### 2.1

<b>Nature of risk</b>	<b>Consequence</b>	<b>Suggested Control Measures</b>	<b>Response</b> (treat, tolerate, terminate or transfer)	<b>Risk Rating</b> (combination of severity and likelihood)
Offer is rejected by the candidate	Watford has no Executive Director of Place	Verbal offer has been made and accepted	Treat	4
Candidate is not sufficiently experienced or qualified for the role	Candidate is unable to fulfil the duties of the role	Internal candidate. Robust recruitment methods in place involving a variety of assessments of the candidate	Treat	4
Insufficient budget available to pay the candidate	Offer of employment is rejected	Offer is made within the budget allocated for the role	Treat	2

### 3.0 Recommendations

3.1 That Council approve the appointment of Tom Dobrashian Executive Director of Place for Watford Borough Council, effective from 1 August 2022.

**Further information:**

Donna Nolan

donna.nolan@watford.gov.uk

**Report approved by: Terry Baldwin, Executive Head of HR and OD**

**4.0 Detailed proposal**

4.1 Following the decision of Cabinet on 13 June 2022 approving the restructuring of the senior management of the council and the introduction of new Executive Director roles, an internal recruitment process was instigated to identify an Executive Director of Place.

4.2 The Appointments and Disciplinary Committee undertook an interview on 5 July 2022. The cross-party committee comprised:

Cllr Mark Watkin (Chair)  
Cllr Jagtar Singh Dhindsa  
Cllr Kennedy Rodrigues  
Cllr Ann Saffery.

It was unanimously agreed that Tom Dobrashian should be offered the role, subject to final approval by full Council.

4.3 In accordance with the Constitution, the council's Monitoring Officer subsequent to the Committee's recommendation, formally notified the Executive of the proposal and requested that any concerns about this proposed appointment were notified to her or the Executive Head of HR in writing within 3 working days i.e. by no later than 5 pm on 12 July 2022. No concerns were raised and therefore council is asked to endorse the appointment of Tom Dobrashian as Executive Director of Place.

**5.0 Implications**

**5.1 Financial**

5.1.1 The Shared Director of Finance comments that there are no financial implications contained in this report.

**5.2 Legal Issues (Monitoring Officer)**

5.2.1 The Group Head of Democracy and Governance comments that this appointment must be approved by Council.

**5.3 Equalities, Human Rights and Data Protection**

5.3.1 Having regard to the council's obligations under s149, it is considered that the appointment of Executive Director of Place was conducted in a fair and equitable manner.

In addition, having regard to the council's obligations under the General Data Protection Regulation (GDPR) 2018, it is considered that officers are not required to undertake a Data Processing Impact Assessment (DPIA) for this report.

**5.4 Staffing**

5.4.1 None

**5.5 Accommodation**

5.5.1 None

**5.6 Community Safety/Crime and Disorder**

5.6.1 None

**5.7 Sustainability**

5.7.1 None

**Appendices**

None

**Background papers**

No papers were used in the preparation of this report.