

Democratic Services



**TO EACH MEMBER OF THE
CHIEF EXECUTIVE APPOINTMENT COMMITTEE**

20 December 2021

Dear Councillor

CHIEF EXECUTIVE APPOINTMENT COMMITTEE - THURSDAY 16 DECEMBER 2021

The following information was circulated at the meeting.

Should you have any queries regarding the above please contact Democratic Services on
Tel: 01684 272021

Yours sincerely

**Lin O'Brien
Head of Democratic Services**



Chief Executive

Executive Search and Recruitment Companies

The companies tend to offer a fairly standard offering in terms of process (eg recruitment package, headhunting, longlisting with recommendations, assessment centre support with or without psychometrics and with or without an external technical assessor).

I've spoken with all of the agencies who have put in a proposal. Whilst SOLACE and Penna put in reasonable proposals, I would recommend we commission Gatenby-Sanderson as whilst with all of their services combined they are slightly more expensive, our recent experience of working with them indicates that we could be assured that we would receive a high quality service. We would be working with the same consultants as we have done previously. There were a few errors in the SOLACE document and there may be some procurement issues with Penna. I've RAG rated my recommendations below along with some notes. Wyman-Bain submitted a less impressive document and are significantly more expensive than the other agencies.

| Company | Costs | Summary | Contact |
|--------------------------|--|---|--|
| Gatenby-Sanderson | <p>Candidate attraction: £9,500</p> <p>Prelim interviews: £2,500</p> <p>Final interviews: £1,700</p> <p>Total if all services are taken: £13,700</p> <p>Costs exclusive of VAT and optional extras such as external assessors + psychometrics + advertising fees (Director of OL microsite can be adapted so costs on this will be lower)</p> <p>For full process 50% payable on commission, 30% at shortlist</p> | <p> GatenbySanderson Proposal - Tewkesbur</p> <p>We've recently worked with Gatenby Sanderson on our Director of One Legal appointment and were pleased with their service. In particular we were impressed by their development of positive relationships with the candidates and understanding of our council and what makes it special.</p> <p>Gatenby have a strong track record of Chief Exec recruitment in government and not-for-profit organisations (c200 in the past 2 years).</p> <p>Gatenby Sanderson offer a service which none of the other companies provide of free aftercare including psychometrics feedback with the candidate, team analysis, 6 month in-post 360 feedback.</p> | <p>Seb Lowe seb.lowe@gatenbysanderson.com 07464 543 442</p> |

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| | and 20% on successful appointment | | |
| Solace | <p>Candidate attraction: £5,950</p> <p>Prelim interviews: £2,500</p> <p>Final interviews: £4,400</p> <p>Total if all services are taken: £12,850</p> <p>Costs exclusive of VAT and optional extras such as external assessors + psychometrics + advertising fees</p> <p>For full process 50% payable on commission, 30% at shortlist and 20% on successful appointment</p> |  <p>Solace in Business Proposal.pdf</p> <p>Solace in Business is a 'profit for purpose' wholly owned trading company of the national charitable Solace Group. They invest surpluses into the leadership development programmes Solace provide to the local government community nationwide.</p> <p>There are a few minor mistakes in their proposal document</p> <p>They have a good recent track record of supporting Chief Exec recruitment as described in the proposal, along with a wide reach across government.</p> | <p>Amy Billington 07720 318216 Amy.Billington@solace.org.uk</p> |
| Penna | <p>£12,000 but support on final assessment centre is extra.</p> <p>Costs exclusive of VAT and optional extras such as external assessors + psychometrics + advertising fees</p> |  <p>Penna Proposal.pdf</p> <p>As Penna don't break down their process into separate chunks their £12,000 costs fall outside of the procurement boundaries. They may be able to break down their process into discrete sections if we wished to pursue them – they have not responded to my enquiry to date.</p> <p>Able to demonstrate a strong track record of recruitment at this level (including Rob Weaver to Cotswold).</p> | <p>Pete John 07701 305617 Pete.John@penna.com</p> |

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| <p>Wyman-Bain</p> | <p>Candidate attraction: £6,000</p> <p>Prelim interviews: £8,000</p> <p>To end process: £12,000</p> <p>Total if all services are taken: £26,000 (based on salary offered, so likely to go up)</p> <p>Costs exclusive of VAT + psychometrics. Unclear whether advertising costs are included but almost certainly not.</p> |  <p>RE Tewkesbury Borough Council Chief</p> <p>Proposal was submitted as an email rather than a document and was therefore less full.</p> <p>When I spoke to Wyman-Bain they indicated that they had done recruitment at this level in similar organisations, but this has not been indicated in their proposal as it has with other agencies.</p> <p>Although Wyman-Bain have suggested they would negotiate on fees, they have already given us a discount on their normal rates and are still around double the price of the other agencies.</p> | <p>Anthony Gorman - Director a.gorman@wymanbain.com 07512 707 500</p> |
| <p>Campbell-Tickell</p> | | <p>No proposal submitted</p> | <p>Gera Patel gera@campbelltickell.com www.campbelltickell.com 020 8830 6777 07813 149629</p> |