

## Appendix C

### Indicative Timetable for Recruitment for the post of Service Head Children's Social Care

<b>Process</b>	<b>timeline</b>
Spec provided to recruitment consultants on the PSL	Progressed
Proposals assessed and recruitment consultant(s) chosen	Progressed
Recruitment consultants begin campaign	Progressed
HR Committee advised of recruitment and jdps and appoint sub-Committee	Week 1
Adverts appear	Week 2
Recruitment Consultants to longlist and start to sift	Week 4
Recruitment Consultants to provide sifted list to LA	Week 5
LA (HoPS, and Simon) to agree list of candidates to be Forwarded to members Appointments Sub-committee for shortlisting	Week 5
Recruitment consultants to conduct preliminary interviews with agreed list of candidates	Week 6/7
Recruitment consultants and LA to produce report for members	Week 8
Recruitment consultants and LA meet to finalise report for members	Week 9
Appointment Sub-Committee consider list of candidates and agree shortlist - Recruitment consultants to attend	Week 11
Candidates advised of outcome of Appointments panel and invited to final selection process	Week 12
Day 1 of selection process- carousel of stakeholder panels, informal interview with Director ESCW  Recruitment consultants to provide a report on each candidate as a result of the day's processes to be reported to Members on day 2.	Week 13
Day 2 of selection process – Recruitment consultants to brief members on process to date. Candidates to present and have final interview with Members. Members appointment Sub-committee to agree who to appoint	Week 14

Opportunity for the Mayor and the Executive to object to the appointment (should there be any objection a further Appointments Sub-committee may need to be convened)	Week 15
Selected candidate offered the post	Week 15