

**REPORT TO: WEST OF ENGLAND COMBINED AUTHORITY  
COMMITTEE**

**DATE: 8<sup>th</sup> APRIL 2022**

**REPORT TITLE: URGENT ITEM – APPOINTMENT OF INTERIM  
DIRECTOR OF INFRASTRUCTURE**

**DIRECTOR: PATRICIA GREER, CHIEF EXECUTIVE**

**AUTHOR: ALEX HOLLY, HEAD OF PEOPLE AND ASSETS**

**1. Purpose of Report**

1.1 To seek the Committee's formal endorsement of the intended appointment of an interim Director of Infrastructure.

**2. Recommendations**

2.1 The Committee endorses the appointment of Alistair Kirk as Interim Director of Infrastructure.

**3. Background / Issues for Consideration**

3.1 Following the departure of the previous permanent Director of Infrastructure, the role has been covered by Kathryn Vowles through an acting up arrangement.

3.2 Kathryn is due to leave the Authority on 8<sup>th</sup> April 2022, meaning that the appointment of an interim is necessary to ensure continuity of leadership to the Infrastructure Directorate of the Combined Authority.

3.3 A strong interim candidate has been sourced, following a series of interviews that concluded on Friday 1<sup>st</sup> April 2022. The candidate is Alistair Kirk.

3.4 Subject to the endorsement of Committee, it is proposed that Alistair commences in post on 11<sup>th</sup> April 2022, to ensure there is no gap in leadership. Given that the interview process was only concluded on 1<sup>st</sup> April 2022, it is necessary for this to be endorsed by Committee as an urgent item of business.

3.5 Stephen Peacock, Executive Director of Growth and Regeneration at Bristol City Council, was involved in the interview process and is satisfied of the candidate's experience and suitability for the interim role.

- 3.6 It is therefore proposed that Alistair Kirk is appointed as the interim Director of Infrastructure.
- 3.7 Alistair's CV has been shared with Committee Members separately via email, however it is attached to this paper for ease.
- 3.8 The advert for the permanent Director of Infrastructure is currently live, and the process is being supported by headhunters. We will keep the Committee fully informed on progress with the permanent appointment.

#### **4. Risk Management/Assessment**

- 4.1 The endorsement of the recommendations outlined in this report will mitigate the risk of the Authority not having a Director of Infrastructure in post at a crucial time.

#### **5. Finance Implications, including economic impact assessment where appropriate:**

- 5.1 The cost of the interim for a period of say 4 months working on a 20 day working month is £84,000. The budget available for the same period for the permanent employee is £55,000 including pension and employer national insurance costs. The additional costs will need to be met through utilising the anticipated improvements in treasury earnings this year.

Advice given by: Richard Ennis, Interim Director of Investment and Corporate Services

#### **6 Legal Implications:**

- 6.1 There are no additional legal implications.

Advice given by: Stephen Gerrard, Interim Director of Law and Governance

#### **7 Human Resources Implications:**

- 7.1 The interim was sought with the aid of an interim agency, and thorough interviews were conducted with the recommended candidate. The ratification of the proposed interim appointment will ensure that the Authority can continue to deliver its requirements until a permanent appointment is secured.

Advice given by: Alex Holly, Head of People and Assets

#### **West of England Combined Authority Contact:**

Any person seeking background information relating to this item should seek the assistance of the report author.