

Decision under Delegated Powers

Amended Job Title: Economic Development and Regeneration Manager

Officer Requesting Decision:

Head of Economic Development and Regeneration – Christopher Grace

Officer Making the Decision:

Strategic Director Commercial and Economic Development – Justin Henry

Recommendation:

That approval is given to amend the Job Title of Post M202 from Team Leader Regeneration and Economic Development to be Economic Development and Regeneration Manager.

Reason:

Following commencement of the Council's new Economic Development and Regeneration Service this change in job title will bring consistency of description of all posts which report to the Head of Service. Other direct report posts are titled as 'Manager' posts.

The post is currently vacant and the change in Job Title will help attract a wider range of potential applicants when the post is advertised.

Authority for Decision:

To agree changes to the establishment, within budget and without major operational disruption or interruption of services or involving a change from direct to indirect provision or vice-versa or other policy implications. (Item 8.2 - Item 6 of the Scheme of Delegation to officers refers).

Decision and Date:

Approved



Justin Henry
Strategic Director Commercial and Economic Development
3rd November 2022

Background

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The use of the term 'Team Leader' was previously relevant when the post was in a different service area (Planning and Regeneration).

The Council carried out a restructure of senior management in 2022 and this led to the creation of a new role of Head of Economic Development and Regeneration and an associated new Service area.

The Head of Service will have four direct reports and for consistency purposes it is considered sensible that all the direct report posts use the term 'Manager' in the job title.

The jobs market is currently very challenging. To be able to attract interest in this currently vacant post it is considered that the use of the term 'Manager' in the job title will help attract suitable candidates.

Summary of Advice Provided by HR:**HR Adviser:**

Anna Cairns (19/10/22)

The change to the job title does not cause material change to the nature of the post. Please ensure the Job Profile is updated to reflect this change and sent to HR.

Financial Implications:

None. The post will remain graded as at present.

Risk Management:

Risk Identified:	Likelihood:	Impact:	Risk Management Actions Planned:

Key Decision: No

Background Papers: None