TORBAY COUNCIL

Tuesday, 10 November 2026

EMPLOYMENT COMMITTEE

A meeting of **Employment Committee** will be held on

Wednesday, 18 November 2026

commencing at **9.30 am**

The meeting will be held in the Board Room, Town Hall, Castle Circus, Torquay, TQ1 3DR

Members of the Committee

Councillor David Thomas (Chair)

Councillor Cowell

Councillor Law (Vice-Chair)

Councillor Chris Lewis

Councillor Long

Councillor Tyerman

A Healthy, Happy and Prosperous Torbay

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Governance Support, Town Hall, Castle Circus, Torquay, TQ1 3DR

Email: governance.support@torbay.gov.uk - www.torbay.gov.uk

EMPLOYMENT COMMITTEE
AGENDA

1. Apologies

To receive apologies for absence, including notifications of any changes to the membership of the Committee.

2. Declarations of interest

a) To receive declarations of non pecuniary interests in respect of items on this agenda.

For reference: Having declared their non pecuniary interest members may remain in the meeting and speak and, vote on the matter in question. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

b) To receive declarations of disclosable pecuniary interests in respect of items on this agenda

For reference: Where a Member has a disclosable pecuniary interest he/she must leave the meeting during consideration of the item. However, the Member may remain in the meeting to make representations, answer questions or give evidence if the public have a right to do so, but having done so the Member must then immediately leave the meeting, may not vote and must not improperly seek to influence the outcome of the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

(**Please Note:** If Members and Officers wish to seek advice on any potential interests they may have, they should contact Governance Support or Legal Services prior to the meeting.)

3. Minutes (Pages 3 - 4)

To confirm as a correct record the Minutes of the meeting of the Committee held on 3 November 2026.

4. Urgent items

To consider any other items that the Chairman decides are urgent.

5. Exclusion of press and public

To consider passing a resolution to exclude the press and public from the meeting prior to consideration of the following item on the agenda on the grounds that exempt information (as defined in Schedule 12A of the Local Government Act 1972 (as amended)) is likely to be disclosed.

6. Appointment of Director of Finance (Pages 5 - 74)

To interview candidates for the role of Director of Finance and to consider making an appointment to the role.

TORBAY COUNCIL

Minutes of the Employment Committee

3 November 2026

-: Present :-

Councillor David Thomas (Chair)

Councillors Cowell, Law (Vice-Chair), Chris Lewis, Long and Tyerman

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17. Minutes

The Minutes of the meeting of the Employment Committee held on 8 September 2026 were confirmed as a correct record and signed by the Chair.

18. Exclusion of press and public

Prior to consideration of the item in Minute 19 the press and public were formally excluded from the meeting on the grounds that the item involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

19. Recruitment for Director of Finance

Members considered the proposed interview arrangements and agreed that the presentation question and interview questions provided an appropriate framework for assessing candidates against the requirements of the role.

Following consideration of the shortlist, Members agreed that seven candidates should progress to the next stage of the recruitment process, comprising the technical interview, staff stakeholder panel and Chief Executive's fireside chat and that the Chief Executive was to determine which candidates would proceed to formal interview, subject to a maximum of five candidates being invited to interview.

Resolved:

1. that the interview arrangements, including the presentation question and interview questions, be approved;

2. that seven candidates be approved to progress to the next phase of the recruitment process, comprising the technical interview, staff stakeholder panel and Chief Executive's fireside chat; and

3. that authority be delegated to the Chief Executive to determine the candidates who will proceed to the formal interview stage, subject to a maximum of five candidates being invited to interview.

Chair

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