

SUPPORTING HALTON BOROUGH COUNCIL WITH RECRUITMENT FACILITATION

As many organisations throughout the country are aware, both public and private, there are particularly difficult challenges at present when it comes to the recruitment of key personnel. With many factors playing into this challenge, notably the ever-growing skills gap, financial restrictions, policies and job versatility from competing organisations, our clients in the public sector require comprehensive support with their recruitment endeavours.

North West Employers, an organisation that has been supporting local authorities since 1917, has developed an incomparable awareness and understanding of organisational needs with the impacts of the economic, political and logistical landscape in mind. The ever-changing circumstances that are affecting organisations, particularly in the public sector, are front of mind when it comes to the service and solutions we offer, and this awareness allows us to cater our services to support client needs in a focused and effective manner.



About Halton Borough Council

Located in Cheshire, Halton Borough Council covers 34.87 square miles and has a population of 128,478. The Council was created as a unitary council in 1998 serving the towns of Widnes and Runcorn. As of the 1st of April 2014, Halton BC became part of the Liverpool City Region Combined Authority (LCRCA), joining Knowsley, St Helens, Liverpool, Wirral, Sefton; the five metropolitan district councils which make up the county of Merseyside. As a unitary authority, Halton BC is likened to the metropolitan district councils. With the council recently publishing its new Corporate Plan in March 2023, it will work with residents and key partners to ensure that it meets its full potential.

Wider Recruitment Challenges

The current workforce market presents many challenges to the public sector, with difficulties around the recruitment of key personnel. Many factors play into these challenges, notably the ever-growing skills gap, financial restrictions, policies and job versatility and competition from other organisations. Due to this, our members across the North West work with us to provide impartial support to their recruitment processes.

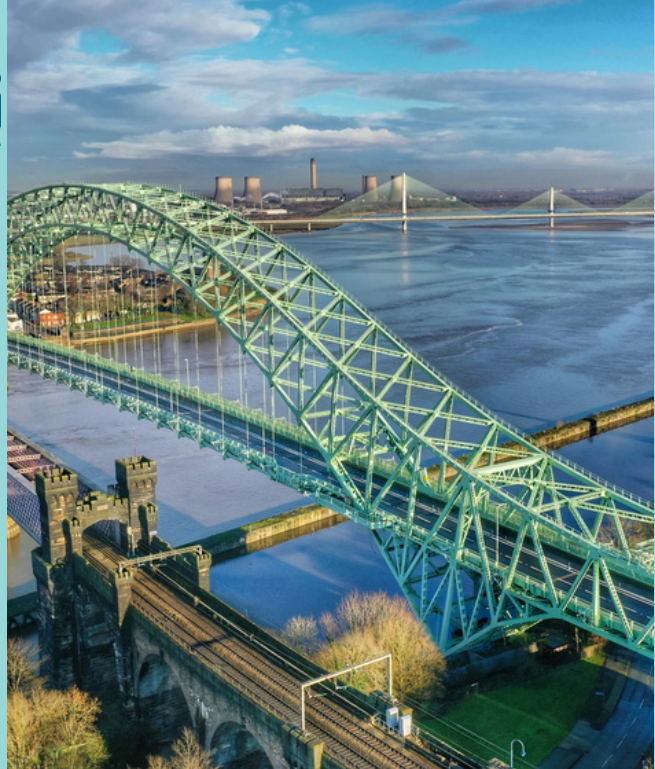
North West Employers has been supporting local authorities that make up its membership since 1917, developing a comprehensive awareness and understanding of the needs within Local Government, with the economic, political and logistical landscape in mind. The ever-changing circumstances that effect our members, are at the forefront when it comes to the support we provide. This awareness allows us to cater our services to support client needs in a focused and effective manner.



Chief Executive Officer

STEPHEN YOUNG

"We have worked with North West Employers on a number of key senior appointments and have always found that they brought an insight and thoughtfulness to the markets that supported us in the recruitment of some outstanding talent".



The Challenge

Halton Borough Council has experienced several changes to its senior leadership team over the past 18 months. With these roles having significant oversight and responsibility, it was of vital importance for the council to recruit to them in a timely manner. A delay in recruitment would present a significant risk to the council and could have impacted its ability to fulfil the objectives within its new corporate plan. It was also essential that the right person, with the required skills, knowledge and experience was appointed to these roles.

To attract and recruit the best candidates, the Council worked with North West Employers, an organisation that they trusted, to help them achieve their recruitment challenges. With understanding and awareness of the council's strong desire to fulfil the objectives of its Corporate Plan, North West Employers was able to develop a thorough, timely and effective recruitment process that met Halton's needs.

Our Support

Working closely with leaders and HR officers from Halton, we built a comprehensive understanding of the skills, knowledge and experience that that would be required for each role. It was then possible to identify the most effective activities to include within the assessment centre that would assess candidates against role profiles and job specifications. Each assessment centre was uniquely designed to assess the specifics of each role and included activities such as:

- Media Interview
- Fishbowl Exercise (Group Assessment)
- Financial Tasks
- Stakeholder Panel Interview
- Staff Panel
- Children and Young People Panel
- Psychometric Assessments
- Elected Member Panel Interview & Presentation

Throughout each recruitment stage we consolidated key information from each assessment relating to candidates' performance. This formed a comprehensive profile of each candidate, allowing the Appointments Panel to make a more informed decision about the candidate it would appoint to each role.

The Outcome

The support we provided Halton allowed the Council to make seven key appointments to key senior roles:

Chief Executive
Executive Director of Environment and Regeneration
Director for Children's Social Care
Operational Directors for Adult Social Care
Operational Directors for Children's Social Care

Our support helped in minimising the disruption to services whilst ensuring new leadership oversight within a desired timeframe. This in turn has supported Halton to continue to develop effective services through effective leadership, which will ultimately aid the Council in achieving the objectives of its Corporate Plan.



REBECCA MALPASS

HR Advisor

Supporting organisations with key recruitment needs is a core deliverable of our service, one we offer a catered service for that meets all our client needs. Should you have any upcoming recruitment processes, please don't hesitate to contact me using the email address below:

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