

## Appendix 1

### 1.0 Background

- 1.1 This appendix follows the earlier paper setting out the process that has been followed to appoint an Acting Chief Executive until the new Chief Executive commences in post on 22nd February 2022.

### 2.0 Outcome of Staffing and Appeals Committee

- 2.1 Staffing and Appeals Committee interviewed candidates on Tuesday 7th December, and subsequently offered the role to Amanda Askham, who has accepted.
- 2.2 Ms Askham, who has worked for the council for the past 15 years, is currently Director of Business Improvement and Development across both Cambridgeshire County and Peterborough City Councils, and was previously Head of Transformation for Cambridgeshire, in both roles working closely with the current Chief Executive and senior Members of all political parties.
- 2.3 Before working in Local Government, Amanda worked in Harvard Business School's consultancy business in Boston and Cambridge helping to drive innovation for a number of international pharmaceuticals, hi-tech and life science companies. Since joining local government in 2004, she has built on this experience to reshape public services, focusing on the needs and outcomes for individuals and communities.
- 2.4 She is a founding Member for Anglia Learning Trust and is also the senior regional sponsor for Cambridgeshire's Region of Learning.
- 2.5 The salary scale for the Chief Executive role is £192,264 - £213,225. The opportunity to take on the acting role was advertised with a pay increase of £20,000 pro-rata which equates to £385 per week for taking on the additional accountabilities over the seven week period.
- 2.6 This equates to approximately 35% of the differential between Director level pay and the Chief Executive salary, in recognition that the interim postholder will be 'caretaking' some aspects of the role rather than fulfilling all of the duties.