

## Perth & Kinross Health and Social Care Partnership

### Recruitment: Chief Finance Officer and Head of Governance and Performance

#### Joint Appointment Arrangements

The Chief Officer has consulted the Chief Executives of Perth & Kinross Council and NHS Tayside on the job description and person specification in advance of advertising this post **of Chief Finance Officer and Head of Governance and Performance**.

The post **of Chief Finance Officer and Head of Governance & Performance** is a permanent appointment.

The salary grade for the post will depend on whether the successful candidate is employed by the Council or by NHS Tayside. The NHS grade is 8D. The Council Grade is CO34.

Recruitment to the role is a joint Perth & Kinross Council and NHS Tayside process and requires significant technical and professional expertise. The selection panel will consist of Chief Officer Perth & Kinross Health & Social Care Partnership, Director of Finance NHS Tayside, Head of Finance (Section 95 officer) Perth & Kinross Council; Chair of the Perth and Kinross Integration Joint Board (IJB); Chair of the IJB Audit and Performance Committee and a representative of the IJB Strategic Planning Group. Senior HR officers for NHS Tayside and Perth & Kinross Council will be HR Advisers to the panel. Both partner organisations have their own employment policies and procedures which must be considered in any recruitment and selection process.

Given the seniority and level of responsibility for this post, this vacancy will be advertised externally at the same time that it is advertised internally within the partner organisations. The vacancy will be advertised through MyJobScotland and the NHS Jobtrain, with the application process being administered through the NHS Tayside recruitment system. The vacancy will also be promoted using social media – Facebook, Twitter and LinkedIn.

Applicants will be required to complete an online application which will ensure consistency in the type of information available to the selection panel when deciding who to invite to take part in the appointment process and to gather evidence that essential criteria and certain competencies for the post are met. The process will be administered by the Recruitment Team within NHS Tayside in line with recent discussions on joint recruitment and include:

- Panel interview with the selection panel
- Presentation
- References – for the successful candidate

The successful candidate can be employed by either Perth & Kinross Council on local authority terms and conditions, or, by NHS Tayside on NHS terms and conditions, depending on which organisation they choose to be employed by. It should be noted that as the salary and terms and conditions package differ in each organisation, the candidates cannot select terms from each employer: they will be offered the whole package of terms and conditions from one.