

Scotland Excel

To: Chief Executive Officers Management Group

On: 19 February 2020

**Report
By:**

The Clerk

Review of Job Title for the Director of Scotland Excel

1. Summary

- 1.1 The purpose of this report is to invite discussion at the Group regarding the job title for the most senior officer in the Scotland Excel structure.

2. Recommendations

- 2.1 It is recommended that the Group consider the job title of the current Director of Scotland Excel.

3. Background

- 3.1 The post of Director of Scotland Excel was created when the organisation was established in 2008. At that time, the job title reflected the title of the most senior officer's post in the predecessor organisation, the Authorities Buying Consortium on which Scotland Excel's model of governance was initially based.
- 3.2 The role of the Director is set out in the governance documents for Excel. In the Scotland Excel terms and conditions document signed by all member councils "the Director" is defined as meaning the officer appointed by the joint committee to have overall responsibility for the operational performance of Scotland Excel. This is supported by a detailed Scheme of Delegations which further defines the extent of the Directors operational responsibilities.
- 3.3 Whilst the operational responsibilities of the post have not changed, and remain a priority for the Director, there have been significant changes to the landscape in which Scotland Excel operates since its inception in 2008, and this has demanded that the Director operate at a much more strategic level, engaging national and local stakeholders in the development of Excel, the promotion of excellence in strategic procurement in local government and a much more proactive relationship with industry and suppliers.

- 3.4 Scotland Excel was originally set up to provide collaborative contracts and framework agreements, but the portfolio of services has developed to include the Scotland Excel Academy, as well as consultancy services. It is also the case that the value of the contract portfolio has grown from £100 million in 2008 to £1.9 billion today. This reflects the increased involvement in service areas such as care and construction. Scotland Excel originally concentrated its efforts on goods contracts for the efficiencies available. The move to services contracts - particularly in care and construction – has increased the complexity of the role and the need for much more senior stakeholder engagement.
- 3.5 The original Director role for Scotland Excel was primarily to get the organisation set up and running effectively. The role is now key in supporting and leading emerging policy agendas for both local and national government. The proposed revision to the job title more accurately reflects the strategic nature of the role and the level of stakeholder engagement and influencing required.
- 3.6 In these circumstances, it could be considered important to support the profile of the post in that environment as it continues to change, that the lead officer for Scotland Excel is also given the title of Chief Executive.
- 3.7 The change in the title of the post will not involve a regrading of the post.
- 3.8 Should the proposal be supported by the Group, the intention is for the Clerk to submit a report to the next meeting of the Executive Sub-Committee to agree the change in job title.