

	General Purposes Committee 28 October 2026
	Report from the Corporate Director of Neighbourhoods and Regeneration
	Deputy Leader and Cabinet Member for Finance & Resources (Cllr Gwen Grahl)
Appointment of Interim Director of Inclusive Regeneration & Climate Action	
Wards Affected:	All
Key or Non-Key Decision:	Not Applicable
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
List of Appendices:	None
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	Jehan Weerasinghe, Corporate Director, Neighbourhoods and Regeneration 020 8937 3835 Jehan.Weerasinghe@brent.gov.uk

1.0 Executive Summary

- 1.1 The purpose of this report is to note that the Chief Executive will be making a decision to appoint an interim Director of Inclusive Regeneration & Climate Action, until 31 March 2027.
- 1.2 The Council intends to commence recruitment to the substantive Director of Planning, Building Control & Climate role imminently, with the aim of the Senior Staff Appointments Sub-Committee making the permanent appointment.

2.0 Recommendation(s)

Members of the General Purposes Committee are asked to note:

- 2.1 That the Director Inclusive Regeneration & Climate Action will leave the Council by mutual agreement on 30 October 2026.

- 2.2 The Chief Executive's decision to make an interim appointment to the post of Director of Inclusive Regeneration & Climate Action, until 31 March 2027, or until the substantive postholder takes up appointment, whichever is sooner.
- 2.3 The Chief Executive may extend the interim appointment up to a maximum of 12 months.
- 2.4 The Corporate Director of Neighbourhoods and Regeneration, in consultation with the Director of HR &OD, will complete all necessary contractual and employment arrangements associated with any extension for less than one year.
- 2.5 A recruitment process will commence imminently and that the Senior Staff Appointments Sub-Committee will make the permanent appointment.

3.0 Background

Contribution to Borough Plan Priorities & Strategic Context

- 3.1 The Director of Inclusive Regeneration & Climate Action has responsibility for providing strategic and operational leadership across a range of key Council services, including planning and development, building control, urban design, environmental strategy, climate action and energy services. The role also provides senior leadership in delivering the Council's sustainability and net zero ambitions.
- 3.2 The position plays an important role in supporting the Council's growth and regeneration priorities, overseeing the effective delivery of planning and development services, maintaining high standards of building safety and regulatory compliance, and driving improvements in the quality of the built environment.
- 3.3 The role also has responsibility for leading the Council's climate action agenda, supporting the implementation of its Climate Emergency Strategy and ensuring that environmental sustainability is embedded across relevant services and corporate priorities.

Detail

- 3.4 The current Director Inclusive Regeneration & Climate Action is leaving the Council on 30 October 2026 by mutual agreement. Their role is a senior leadership position within the Neighbourhoods and Regeneration department, reporting directly to the Corporate Director of Neighbourhoods and Regeneration.
- 3.5 Given the breadth and significance of their responsibilities, it is important that appropriate senior leadership arrangements remain in place to maintain effective service delivery, ensure continuity of strategic decision-making and provide oversight of the Council's statutory and regulatory obligations.

- 3.6 An interim appointment is therefore proposed until 31 March 2027 to provide leadership stability and management capacity whilst arrangements are made to recruit to the substantive position.
- 3.7 During this period, the Council intends to undertake recruitment to the substantive Director of Inclusive Regeneration & Climate Action post, with the aim of securing a permanent appointment before the interim arrangement concludes.
- 3.8 The proposed interim appointment will enable the Council to maintain momentum across key priorities, including planning performance, building control, regeneration, environmental sustainability and climate action, whilst ensuring continued accountability and effective management of resources.
- 3.9 The proposed arrangement will also provide sufficient flexibility to accommodate the substantive recruitment process and any associated notice period, reducing the risk of a gap in senior leadership.

4.0 Stakeholder and ward member consultation and engagement

None associated with the content of this report.

5.0 Financial Considerations

- 5.1 The costs associated with the proposed interim appointment are expected to be met from existing approved staffing budgets within the Neighbourhoods and Regeneration department, subject to confirmation by Finance.
- 5.2 There are no additional financial implications arising directly from the recommendations contained in this report.

6.0 Legal Considerations

- 6.1 The appointment of a Director is subject to the Council's Constitution and applicable employment legislation.
- 6.2 Under Part 2, Standing Order 76(i) of the Council's Constitution, the decision to appoint an interim Director may be made by the Chief Executive for an interim or fixed term period up to a year.
- 6.3 Senior Management posts, which are subject to the requirements of Standing Order 76 are set out in Standing Order (SO) 75. Standing Order 75(b)(vi) includes any Director reporting directly to a Corporate Director.
- 6.4 Pursuant to the Human Resources and Organisational Development Recruitment and Selection Policy and Procedures September 2026, for interim and fixed term appointments para 5.3 states:

“Upon appointment, the Chief Executive shall inform the General Purposes Committee setting out the selection process and timescales for a permanent

appointment. Any proposal to extend interim arrangements beyond one year shall be reported to the General Purposes Committee”.

7.0 Equity, Diversity & Inclusion (EDI) Considerations

- 7.1 The recruitment and selection process has been undertaken in accordance with the Council's equity, diversity and inclusion commitments and relevant employment legislation.
- 7.2 There are no specific adverse equality implications arising from the recommendation in this report.

8.0 Climate Change and Environmental Considerations

None associated with the content of this report.

9.0 Human Resources/Property Considerations

- 9.1 The proposed interim appointment will ensure continuity of senior leadership within the Neighbourhoods and Regeneration department and maintain effective management and oversight of planning, building control, climate action and sustainability services pending the appointment of a substantive Director.
- 9.2 There are no additional staffing or accommodation implications arising from the recommendation.

10.0 Communication Considerations

None associated with the content of this report.

Report sign off:

Jehan Weerasinghe

Corporate Director, Neighbourhoods and Regeneration