

## **Richard Penn Profile**

### **Summary**

I have spent my career in the wider public sector, mainly in local government, with a track record of considerable success. I have demonstrable experience of the successful delivery of change management, organisational development and performance management in a range of public sector organisations and have extensive experience of working with people at all levels both in leadership roles and as a team member. I am an organisational leader with the flexibility and experience to apply my expertise and experience in a variety of contexts, including advisory and review roles, and I also have excellent communication and interpersonal skills.

### **Relevant experience**

I have forty years experience of strategic and high level management in the public sector - in County Councils and Metropolitan District Councils including 10 years as Chief Executive of Bradford City Council (the fourth largest metropolitan authority in England). I have nineteen years experience in total as a local authority Chief Executive. I was the Commissioner for Standards for the National Assembly for Wales from 2000 to 2010 and in January 2008 I was appointed by the Minister for Local Government as the Chair of the Independent Remuneration Panel for Wales, a post I held until the end of 2015. In 2002 I completed a five-year term as a Commissioner with the Equal Opportunities Commission and I also was a Commissioner with the Legal Services Commission from 2000 to 2003. From 2001 to 2007 I was Chair of the South Wales Probation Board. I currently undertake consultancy assignments for public sector organisations on my own account, for the Local Government Association, Regional Employer organisations and for SOLACE Enterprises.

Since leaving Bradford City Council at the end of 1998 I have undertaken a wide range of high-profile assignments including a large number (150 plus) of disciplinary investigations in various public sector organisations (including acting as a Designated Independent Person (DIP) on a number of occasions) and as Commissioner for Standards for the National Assembly for Wales from 2000 to 2010. Most of my investigatory work in local government has been conducted wearing an LGA or Regional Employers 'hat' and has been almost exclusively related to disciplinary matters involving Statutory Officers (HOPS, MOs and S151 Officers), Directors and Heads of Service. I have also been the independent investigator in a number of elected member conduct standards cases, most recently for the London Borough of Brent last year and the London Borough of Merton and Douglas (IOM) Council last year. I have also carried out a number of major investigations in respect of public sector organisations including recently a review of the failings of the Crematorium Service at Aberdeen City Council and a review of the LB Sutton ALMO. I have been supporting a number of local authorities including Midlothian Council, South Ribble BC, LB Lewisham and LB Islington over recent months with disciplinary matters in respect of their statutory officers.

I have also been involved in a wide range of job evaluation work including acting as a 'party expert' in a number of Equal Value Employment Tribunal cases in both the public and private sectors.

**Specialist skills:**

Disciplinary investigations

Standards of conduct

Strategic management

Change management / management of improvement

Performance management and appraisal

Job evaluation/Equal Value issues

General management (including restructuring)