

# SUPPORTING AUTHORITIES THROUGH LOCAL GOVERNMENT REORGANISATION

Starfish Search is a trusted executive search and leadership advisory partner to local authorities navigating transition and reorganisation. We deliver permanent and interim leadership solutions, helping councils sequence leadership decisions, balance continuity with renewal, and create stable, confident new organisations.



## PERMANENT LEADERSHIP APPOINTMENTS

As new authorities are created and senior structures evolve, appointing the right permanent leaders is one of the most consequential aspects of reorganisation.

During LGR, permanent appointments are often ring-fenced, politically sensitive and subject to high levels of scrutiny from Members, staff and trade unions. Decisions must be fair, defensible and timely - while still identifying leaders capable of shaping a new organisation, embedding culture and leading through ongoing change.

Our search processes are rigorous, transparent and designed specifically for this context.

We support local authorities with:



Chief Executive and Corporate Director appointments



New and reconfigured senior leadership team roles



Market mapping and talent insight to inform organisational design



Inclusive, values-led recruitment processes that build confidence with Members and partners



Technical and professional interview support for ring-fenced roles, providing independent, sector-informed assessment alongside internal panels



## TECHNICAL INTERVIEW SUPPORT FOR RING-FENCED ROLES

Our technical interview support brings experienced local government practitioners into the process to provide independent assurance in high-risk appointments where statutory, professional or operational credibility is critical.

This support helps authorities to:

- Undertake robust, evidence-based assessment of statutory and professional competence
- Ensure fairness and consistency across large-scale ring-fenced recruitment exercises
- Strengthen the defensibility of outcomes in the event of challenge
- Give Chief Executives and Members confidence that appointments are both fair and future-ready



## INTERIM AND TRANSITION SUPPORT

Interim leadership is often essential during reorganisation - not simply to provide capacity, but to hold risk, maintain momentum and create confidence at critical moments.

We provide access to high-quality interim leaders who can:

- Maintain service continuity during periods of uncertainty and change
- Lead discrete programmes such as organisational design, integration and service alignment
- Step into critical roles while permanent appointments are made
- Support new Chief Executives and leadership teams during the earliest and most sensitive phases
- We are particularly experienced in appointing interims who can operate credibly across multiple sovereign authorities, complex governance arrangements and competing political priorities.

## WHY STARFISH SEARCH?



Deep local government experience across unitary creation, mergers and transformation



Trusted relationships with senior leaders and Members



Integrated permanent and interim leadership capability



Values-driven, inclusive approach aligned to public service leadership

Above all, we understand that Local Government Reorganisation is one of the most demanding leadership challenges a Chief Executive will face. Our role is to bring clarity, judgement and momentum - so leaders can focus on shaping the future, not managing uncertainty.

## THE TEAM

We would be very happy to discuss how we could offer you our support, to contact one of our team please click their name below:

### EXECUTIVE SEARCH



**Tim Farr**  
Senior Partner



**Sunita Patel**  
Principal Consultant



**Tom Ripley**  
Principal Consultant

### INTERIM LEADERSHIP



**Lorraine Payne**  
Partner



**Ben Manojlovic**  
Principal Consultant