Written response to: Members of the Business & Scrutiny Panel

Resolution: 3) That an update on the recruitment process be circulated to the Panel along with details of the next steps should the process be unsuccessful.

Written response from: David Strong (Infrastructure and Service Desk Manager) and Martine Kelly (Lead ICT Officer)

Response:

4 Posts were out for recruitment in October – 2 x Senior Application Support Developer, 1 x Senior Infrastructure Engineer and Cyber Security Manager. Unfortunately there have been no applications to any of the roles advertised.

The current ICT job market is seeing a high demand for ICT staff at all levels with large shortages across the industry. Along with the pandemic response and LGR in Cumbria these are potentially the main contributing factors to our recruitment challenge.

We are currently working on the ICT work plan to present to SMT of all the outstanding work to establish priority and if anything can go on hold to be addressed at a later or removed altogether. We are looking for possible suppliers of managed services for the identified high priority infrastructure projects, that have security implications and are resource intensive for the short to medium term but also considering fixed term consultants for specific projects where more appropriate. We will look to review the recruitment options in the new year when we know more about the work demands for LGR and the Head of Digital and Technology is back from maternity leave.

We will provide further updates at the next BTSP on 06 January 2022.

Date: 26/11/21