



Dumfries and Galloway
Integration Joint Board

16th December 2025

This Report relates to
Item X on the Agenda

Process for Appointing Chief Officer

Paper presented by Pamela Jamieson, (Workforce Director)

For Noting

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List of Background Papers:	Public Bodies (Joint Working) (Scotland) Act 2014
Appendices:	N/A

Direction Required to Council, Health Board or Both	N/A	
	Title	Reference Number
	Direction to:	
	1. No Direction Required	X
	2. Dumfries and Galloway Council	
	3. NHS Dumfries and Galloway	
	4. Dumfries and Galloway Council and NHS	

1. Introduction

- 1.1 The Public Bodies (Joint Working) (Scotland) Act 2014 outlines that an Integration Joint Board (IJB) must appoint a Chief Officer who will be jointly accountable to the NHS Board and Local Authority for the management of the budget and delivery of services for health and social care as delegated in the Integration Scheme and who will also lead on the development and delivery of the Strategic Plan for the IJB.

2. Recommendations

- 2.1 **The Integration Joint Board is asked to note:**
- **The process for appointing to the position of Chief Officer**
 - **Appointment of Gareth Marr to Permanent Chief Officer post**

3. Background and Main Report

- 3.1 In Spring 2025 the Interim Chief Officer advised the Integration Joint Board (IJB) of their decision to resign from this position. This led to a recruitment process being undertaken to recruit to an interim position of Chief Officer and requests were made to NHS Dumfries and Galloway and Dumfries and Galloway Council to gain expressions of interest for the post. On the 30th July 2025 an interview was held for the position and Gareth Marr was the successful candidate.
- 3.2 Thereafter it was agreed that the permanent position should be advertised and recruited to which was led jointly by NHS Dumfries and Galloway and Dumfries and Galloway Council. Following discussion it was agreed to use external recruitment providers Solace, who specialise in public sector appointments, on board to assist in the process.
- 3.3 Representatives from both organisations met with Solace and the following process for prospective candidates was agreed:
- The position was advertised on the 11th of August with a closing date of the 30th August.
 - Shortlisting Panel consisting of Chair of the IJB, Chief Executive NHS Dumfries and Galloway and the Chief Executive of Dumfries and Galloway Council met on the 12th September and agreed 4 candidates suitable for shortlisting.
 - Assessment Centre consisting of Professional Interview, Stakeholder Presentation and Real Time Scenario Exercise was held on the 30th September.
 - Prior to this each candidate was invited to complete Psychometric Profiling which informed the Assessment Centre and Interview process. Candidates received feedback on completion of the psychometric tests to inform their performance over the assessment centre and interview process.
 - Candidates were allocated an overall score from the assessment centre activities which together with a group discussion by the Professional Interview panel determined who would be offered a final interview.
 - All candidates were taken forward for final interviews which were held on the 9th October 2025.
 - The interview panel consisted of Chair of the IJB, Chief Executive and Workforce Director or NHS Dumfries and Galloway and the Chief Executive of Dumfries and Galloway Council and a representative from Solace acted as an

observer to the panel.

- All candidates were scored based on their performance at the interview. Following this process the Panel agreed to offer the position to Gareth Marr, Interim Chief Officer subject to agreement by the IJB who was the strongest candidate.

3.4 A meeting was held on the 14th October with the IJB to inform them of the Panel's decision and to gain agreement following which; Gareth Marr was formally offered the position.

4. Conclusions

4.1 In providing an over sight of the recruitment process for the Chief Officer position it is anticipated that the level of detail provided would be sufficient for members of the IJB to note this report and formally record the appointment of Gareth Marr to the post of Chief Officer.

5. Resource Implications

5.1 The position of Chief Officer is mandatory and therefore the resource is an ongoing obligation of the Integration Joint Board.

6. Impact on Integration Joint Board Outcomes, Priorities and Policy

6.1 The position of Chief Officer is required to support the delivery of the 9 National Health and Wellbeing Outcomes and to deliver the Strategic Plan.

7. Legal and Risk Implications

7.1 In accordance with the Public Bodies (Joint Working) (Scotland) Act 2014 it is a legal obligation to have a Chief Officer for the Integration Joint Board.

8. Consultation

8.1 Members of both NHS Dumfries and Galloway and Dumfries and Galloway Council were involved in the recruitment process for the Chief Officer.

9. Equality Impact Assessment

9.1 As the content of this report does not represent a change in policy an Equality Impact Assessment is not required.

10. Consumer Duty

10.1 The recruitment to the position was undertaken in the interests of the Consumer Duty

11. Glossary

IJB	Integration Joint Board
NHS	National Health Service