

**To:** Cambridgeshire Police Authority

**From:** Chief Executive

**Date:** 7<sup>th</sup> April 2010

## **PROCESS FOR APPOINTMENT OF CHIEF CONSTABLE**

### **1. Purpose**

- 1.1 This report sets out the proposed process for the recruitment of Cambridgeshire's Chief Constable.

### **2. Background**

- 2.1 Chief Constable Julie Spence announced her retirement on 1st March 2010 and the process was then launched to recruit a new Chief Constable for Cambridgeshire.

### **3. The Appointment Process**

- 3.1 To ensure a transparent and robust process the National Policing Improvement Agency are providing technical support to the Authority in the recruitment process.

- 3.2 The scheme of delegation includes an Appointment Standing Group from which trained individuals may be selected to form specific Appointment Panels. The following membership has been selected to create the Chief Constable Appointment Panel to reflect the diverse social and political make up of the Authority:

Ruth Rogers (chairman)  
Ansar Ali  
Ben Damazer  
Kevin Wilkins  
Matthew Lee  
Ruth Joyce  
Shona Johnstone  
Victor Lucas

- 3.2 The recruitment process has been divided into a number of steps.

1. Member training
2. Job Analysis of Role Profile & Competencies
4. Advertising

5. Application Process
6. Internal and external short listing
7. Process of familiarisation for short listed candidates
8. Live Assessment and decision making – the interview process
9. Feedback

3.3 The first phase of member training and involvement took place on the 20th March 2010 and additional training is planned for the Appointment Panel. This event, plus the results of questionnaires completed by Police Authority Members and the ACPO team together with interviews of external stakeholder, informed the role profile and competencies required by Cambridgeshire Chief Constable.

3.4 Traditional and novel techniques have been used to raise awareness of the post in order to generate as much interest as possible in the post.

3.5 Currently work is ongoing with the NPIA to design the assessment process to ensure the appointment of an individual with the competencies required by Cambridgeshire.

#### **4. Recommendation**

4.1 The Authority is asked to note the process and progress made in order to recruit Cambridgeshire's new Chief Constable and endorse the creation of the Appointment Panel which will have delegated power to appoint.

## BIBLIOGRAPHY

Source Document (s)	Contact Officer	Location
	Dr Dorothy Gregson Chief Executive (01480) 422463	Cambridgeshire Police Authority, Hinchingsbrooke Park, Huntingdon, Cambs, PE29 6NP.
<p>Originating Officer .....Dr D. Gregson.....</p> <p>Is it considered that this report contains 'exempt information' and should be considered in private?   NO</p> <p>If the answer is "YES", please state the nature of the exempt information and the relevant clause (s) by virtue of Part 1 of Revised Schedule 12A to the Local Government Act 1972.</p> <p>The attached report has been cleared with the undermentioned Officer/s who have assessed the exemption status above Chief Executive Others .....</p> <p>Submitted on .....</p> <p>A report will not be sent to the Authority unless this box has been satisfactorily completed and all necessary consultation carried out - the responsibility for which rests with the originator (except for consultation with the Chairman and this will be undertaken by the Chief Executive).</p>		