

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

POLICE AND CRIME PANEL

Report Of	THE POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE
Subject	CEO AND CFO RECRUITMENT
Date	THURSDAY 30 SEPTEMBER, 2021 – 1:00 p.m.
Author	SIMON DOWN – ACTING CHIEF EXECUTIVE

Purpose of Report

1. To provide an update to panel on the expected recruitment timescales for the CEO and CFO positions within the Leicestershire Office of the Police and Crime Commissioner (OPCC).

Recommendation

2. The Panel are recommended to note the contents of the report.

Background

3. The PCC, in considering the delivery of his forthcoming Police and Crime Plan, has restructured his office.
4. The OPCC are therefore recruiting to a number of posts including the Chief Executive Officer (CEO) and Chief Finance Officer (CFO) posts, both of which will require a confirmatory hearing with the panel.

Restructure

5. The previous roles of Chief Executive and Executive Director have been merged into that of Chief Executive Officer which provides a more streamlined approach to leadership of the organisation and the Monitoring Officer role.
6. The role of Chief Finance Officer has been reinstated having been delivered in an interim capacity by Paul Dawkins who is also the Force's Assistant Chief Officer (Finance and Resources) which is in line with previous administrations and provides full financial assurance.
7. The Performance Manager role has been elevated to a Head of Performance role to take on an expanded team and to better hold both the force and external commissioned providers to account.

8. A Head of Communications post with associated team has been created which will better enable the PCC to engage with the many communities across Leicester, Leicestershire and Rutland.
9. The Head of Community Engagement and Partnerships role with associated team has been removed from the structure which has in part allowed the wider changes above. Engagement with communities and working with key stakeholders will be undertaken in a more focussed and specific manner through the wider structure (particularly the pre-existing Head of Strategy and Commissioning role with associated team and the Head of Communications role and their team).

Recruitment

10. Those posts not already filled through internal redeployment are now out to advert. With a closing date for all applications of the 30th September.
11. Recruitment panels are still being finalised but we are seeking to make these as diverse as possible and shall be ensuring that reasonable adjustments are made as may be required for candidates.
12. Our approach for the CEO and CFO recruitments is to ask for CVs and a statement of how they meet the essential criteria of the post, to undertake a shortlisting procedure, require shortlisted candidates to then undertake an interview before the panel make their decision. Psychometric testing is also being considered.
13. We are expecting interviews/appointment decisions to be undertaken in late October or early November. Vetting will then need to be undertaken before formal offers of employment can be made. Notice periods will then have to be served and so we might expect provisional start dates to be before April 2022.

Confirmation Hearings

14. Confirmation hearings with the panel will be able to take place from the point of formal employment offers being made, though historically these hearings have taken place within the initial days of such staff commencing their posts. We will liaise with the panel chair around these dates in due course.

Implications

Financial: None

Legal: None

Equality: Recruitment undertaken in line with recruitment policies which are fully compliant with equalities legislation

Risks: None

Link to Police and Crime Plan: These posts will support the delivery of the forthcoming Police and Crime Plan

Person to Contact

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