

Chief Constable Recruitment

LIZZIE STARR

Agenda:

1. Introduction
2. Conflict of Interests
3. Overview of Process
4. Details for shortlisting
5. Interview Day information
6. Questions/Queries

2. Conflict of interests

It is the PCC's and panel members' responsibility to confirm, prior to shortlisting that no conflict of interest exists between panel members and the applicant pool.

Panel members should declare if a conflict does exist and the PCC will need to determine whether it is appropriate for them to remain as a member of the appointment panel

3. Overview of process

- Closing Date – 15th September
- Shortlisting packs circulated to panel members – 16th September
- Individual shortlisting matrices to be returned to Lizzie – 22nd September
- **Panel Shortlisting and notification emails to candidates – 23rd September**
- Familiarisation Day – 6th October
- Assessment Day 1 (two stakeholder panels) – 26th October
- **Assessment Day 2 (formal interview and media exercise) – 27th October**

4. Details for Shortlisting

- The application form consists of 3 competency based questions linking to the College of Policing competency framework
- The College of Policing competency value framework outlines the behaviours associated with effective and ethical performance in the police service
- The behaviours linked to each of the three competencies will be circulated to all members and should support the assessments of the answers provided
- This will provide the shortlisting panel a consistent foundation for all assessments
- Discussion to be had around the final section is a statement of suitability and how this should be scored

Interview Arrangements

- Interviews to be held at FHQ, Leicestershire Police
- Travel expenses to be paid for, forms to be completed on day
- Lunch provided on the day
- Format of interview, formal interview and presentation for each candidate
- Interview questions to be confirmed closer to interview date
- Timings to be confirmed when number of candidates to be interviewed agreed
- Finish no later than 14:30pm

Questions
