



Dorset Police and Crime Panel

Working for our Communities

Scrutinising & Supporting the Office of the Police and Crime Commissioner

www.dorsetforyou.gov.uk/police-and-crime-panel

Chairman: Mike Short MBE

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Police and Crime Panel (PCP) Members

28 May 19

DORSET POLICE AND CRIME COMMISSIONER (PCC): CHIEF FINANCE OFFICER (CFO) SELECTION PANEL - OBSERVER COMMENTS

PREAMBLE

1. The current Dorset OPCC CFO is due to retire in the summer of 2019. The Office of the PCC (OPCC) initiated a recruiting campaign to find a replacement. There were five applicants. An initial review of the submitted applications took place against the personal specification in order to identify those candidates who met the required criteria for the formal interview process; three applicants went forward. These candidates were interviewed on 21 May 19. The Chair of Dorset PCP was invited by the OPCC to act as a silent observer of the interview process in order to ensure that the selection process was transparent.

OBSERVER COMMENTS

2. The interview panel consisted of:

- Alexis Garlick - OPCC (Chair).
- Adam Harrold - OPCC.
- John Jones - Dorset Police.

3. The interview process consisted of one prepared question, where the candidate was given a ten minute window in order to present their answer. This was followed by nine set questions that were based on the CFO endorsed competencies - which were individually marked by each panel member, grounded on the applicant's response. Following each interview, and in closed session, the interview panel conducted robust debate in order to ensure equitable panel decisions and marking on the questions being scrutinised.

4. In confirmation, the interview process was clear, honest, unbiased and transparent.

SELECTION PANEL DECISION

5. The selection panel members unanimously, and unequivocally, declared that one applicant was suitable and should go forward for a final confirmatory discussion with the PCC.

Mike Short

M J SHORT MBE
Chairman
Dorset Police and Crime Panel

Copy to:

OPCC Chief Executive - Simon Bullock