

DEPUTY PCC AVON AND SOMERSET

REPORT OF THE INTERVIEW PANEL 14th April 2020

Statement of why the interview panel agreed the candidate best met the required criteria

The interview Panel selected John Smith as their chosen candidate for the new Deputy PCC role in Avon & Somerset based on their performance in the interview and presentation process.

The interview panel agreed:

- The candidate demonstrated the greatest depth of knowledge in a strategic approach to tackling the complex issues involved in police governance and commissioning services and a strong track record of converting strategy into measurable actions in these fields of work
- The candidate had the most robust understanding of the risks and issues and opportunities currently facing policing
- The candidate showed the greatest understanding of the diverse communities in the ASC area and has a track record of successfully engaging with such communities to seek solutions to local issues
- The candidate has a track record of seeking, leading and delivering collaborative solutions to deliver outcomes for victims of crime and other vulnerable groups with a range of relevant partner agencies
- The candidate demonstrated strong communication and presentation skills
- The candidate demonstrated a track record of successful engagement with senior leaders in policing and in relevant partner agencies
- The candidate has managed and overseen complex programs of change in the policing context
- The candidate has a strong track records of governance in a complex public sector environment
- The candidate has sound understanding of the regional and national political structures
- The candidate meets all the hygiene factors including residence, driving, degree level education and flexible working set out in the person specification
- The candidate satisfied the panel that he understands and embodies the Nolan Principles
- The candidate showed an ability to seek solutions, take or recommend decisions and a willingness to take personal responsibility for their actions