

## **INTERIM CFO AVON AND SOMERSET**

### **REPORT OF THE INTERVIEW PANEL 29<sup>th</sup> May 2020**

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

The interview Panel selected Paul Butler as their chosen candidate for the Interim CFO role in Avon & Somerset based on their performance in the interview and presentation process.

#### The interview panel agreed:

- The candidate has significant experience at a senior officer level as a finance professional in a range of organisations including public sector, with an ability to implement robust and proportionate accountability frameworks
- The candidate has good experience at the equivalent level to a s151 officer as CFO, Director of Finance
- The candidate demonstrated the greatest depth of knowledge in a strategic approach to tackling the complex issues involved in medium term financial forecasting , setting revenue and capital budgets
- The candidate showed good understanding of the financial governance requirements of the role and a strong track record of overseeing robust financial control
- The Candidate demonstrated experience of providing clear, authoritative and impartial financial advice to senior leaders
- The candidate has a robust understanding of the financial risks and issues and opportunities currently facing policing
- The candidate has good knowledge of and ability to advise on robust frameworks for internal financial control within a complex organisation including arrangements for systems of financial control.
- The candidate has excellent experience of public sector finance, treasury management and funding and reserves
- The candidate demonstrated good and clear communication skills
- The candidate has financially managed complex investments
- 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