

A REPORT FOR THE

WILTSHIRE POLICE AND CRIME PANEL

**CONFIRMATION HEARING
ON 30 NOVEMBER 2018**

**TO CONSIDER THE POLICE AND CRIME COMMISSIONER'S
RECOMMENDATION FOR APPOINTMENT AS**

CHIEF CONSTABLE OF WILTSHIRE POLICE

Prepared by Geoff Pears
Independent Panel Member
27 November 2018

BACKGROUND

Wiltshire Police has had a Temporary Chief Constable since March 2018 when the previous Chief Constable took up the role in another force area.

The post was advertised on 3 October 2018 on the Police Oracle and College of Policing websites, and in the Police Professional magazine. It was emailed to the National Police Chiefs' Council for circulation to senior officers in all forces, and it was posted on the websites of the Police and Crime Commissioner (PCC), Wiltshire Police, and the Association of Police and Crime Commissioners, and on social media. The closing date was 29th October. A copy of the advert can be found in the Appendix.

There were two applicants. Both satisfied the essential selection criteria and were invited for interview and competence assessment held on 26th November 2018 at The Doubletree by Hilton hotel in Swindon.

THE SELECTION PANEL

The selection decision is for the PCC, Angus Macpherson.

The advisory panel for this appointment comprised:

- Dr Carlton Brand, Wiltshire Council
- Suzie Kemp, Swindon Borough Council
- Kieran Kilgallen, Chief Executive OPCC
- Geoff Pears, independent member

RECOMMENDATION

As a result of the process described on the following pages, Angus Macpherson, PCC for Wiltshire and Swindon, has decided that he wishes to appoint Mr Kier Pritchard, who is currently Temporary Chief Constable. The selection panel advising the PCC was unanimous in helping to reach this decision and supporting this recommendation.

A copy of the terms and conditions for this appointment can be found in the Appendix.

SUITABILITY FOR APPOINTMENT

Mr Pritchard satisfied all selection criteria and achieved the better scores on every aspect of this assessment, from everyone involved in the process. In particular, he provided very good evidence of his leadership and communication skills, and is clearly committed to, and sensitive to, the wellbeing and engagement of staff and the people of Wiltshire and Swindon. He was also able to demonstrate that he has developed a positive working relationship with the PCC and with partner organisations.

SHORTLISTING PROCESS

Applicants were asked to submit a letter and CV (each to be no more than two pages) demonstrating how they met the essential requirements for this appointment. The applications were read and scored to demonstrate that they both met the advertised requirements. The shortlisting scoresheet used, and the CV and letter from Mr Pritchard, are included in the Appendix.

KEY COMPETENCES ESTABLISHED BY PCC

The Job Description and Person Specification which were included in the Applicant Booklet, are in the Appendix. From those documents, the competences we had agreed to test by interview and assessment were as follows:

Partnership working

Ability to develop a positive working relationship with the PCC

Articulating the vision for the future of policing in Wiltshire and Swindon

Inspirational leadership

Communication and influencing skills

Improving service delivery and performance at an organisational level

Community and customer focus

Operational resilience

Sensitivity to public concerns

Financial management and analytical skills

INTERVIEW AND COMPETENCY ASSESSMENT PROCESS

To test these competences in a realistic setting, applicants were asked in advance to prepare a 10 minute presentation summarising the Wiltshire Police and Crime Plan 2017-21 for a community audience. On arrival they were given some relevant crime statistics for 'Anytown', and given 30 minutes to prepare to give their presentation to a public meeting in 'Anytown' as if they were the newly appointed Chief Constable of Wiltshire.

After their presentation they were asked to chair a Question & Answer session for no more than 30 minutes as if this was a real public meeting. The questions, prepared in advance, covered issues arising from the Plan and also a range of policing issues that can typically arise at a public meeting.

The audience for this public meeting comprised the five panel members and five others (three genuine community representatives and two OPCC staff). All ten audience members scored both the presentation and the Q&A session using criteria taken from the key competences shown above.

This practical assessment was followed by a formal competency based interview conducted by the five panel members. Panel members individually scored each applicant and shared their assessment with the PCC at the end of the two interviews. The PCC also had a summary of the scores from the other five 'audience members'.

PERSONAL STATEMENT

Following a career in senior HR and diversity roles I have been self employed since 2005 working as an independent adviser and panel member in a variety of public appointments. I have been the independent advisor on panels to select Chairs and non executive directors in the NHS for Strategic Health Authorities and numerous primary care and acute trusts. Until recently I was Deputy Chair of the Appointments Committee of the General Pharmaceutical Council. I have helped three PCCs recruit for Chief Constable and other senior roles.

I confirm that all panel members for this appointment have contributed fully and support the decision of the PCC to appoint Kier Pritchard as Chief Constable of Wiltshire Police.

I am entirely satisfied that this selection process, and the decision arising from it, has been based on the principles of merit, openness and fairness.

Geoff Pears
Independent Panel Member
27th November 2018