



NOTTINGHAMSHIRE POLICE CHIEF CONSTABLE FINAL INTERVIEW PANEL QUESTIONS

24th August 2022

Interview Details

Candidate:	
Panel Member:	
Date:	
Total Score:	<u> /40 </u>

Scoring Guide

5	Exceptional The candidate has provided substantial evidence that directly relates to the criteria being assessed. The evidence clearly explains their role and what they did in relation to the assessment criteria
4	Very high The candidate has provided evidence that relates to the criteria being assessed. The evidence explains their role and what they did in relation to the assessment criteria
3	High The candidate has provided evidence that mostly relates to the criteria being assessed. In the main the evidence explains their role and what they did in relation to some of the assessment criteria
2	Medium The candidate has provided acceptable evidence that relates to some of the criteria being assessed. The evidence may explain their role and what they did in relation to some of the assessment criteria, but this may not be clear.
1	Low The candidate has provided little or no evidence that relates to the assessment criteria

Questions

Exercise (presentation to be delivered by candidate – maximum 10 minutes)	<p>Presentation topic</p> <p>This is a five-year appointment and if appointed, it is expected that you will develop short-, medium- and long-term plans for your leadership of Nottinghamshire Police.</p> <p>The Commissioner is particularly interested in your initial plans for the Force. Allowing a maximum of 10 minutes for delivery, please set out your plan for how you will lead Nottinghamshire Police over the next one to two years to achieve the following:-</p> <ul style="list-style-type: none">• Improve its overall grading in future HMICFRS PEEL inspections• Maintain the police uplift programme and capitalise on the opportunities of the uplift in both short and long term by making best use of the additional officers• Develop and maintain a positive workforce culture
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Presentation -
Interviewer notes

SCORE: /5



1. (Caroline Henry)	Motivation 1. Why do you want to be Chief Constable of Nottinghamshire Police?
Interviewer notes SCORE /5	



<p>2.</p> <p>Adrian Smith</p>	<p>Competency Values Framework (CVF) reference: Inclusive, enabling and visionary leadership: deliver, support and inspire</p> <p>2. Describe how you will build trust and confidence across the workforce to deliver improvements?</p>
<p>Interviewer notes</p> <p>SCORE: /5</p>	



<p>3.</p> <p>Frank Jordan</p>	<p>CVF: Public service: We analyse critically and we are innovative and open minded</p> <p>3. How will you build trust and confidence in policing across Nottingham and Nottinghamshire's communities?</p>
<p>Response notes</p> <p>SCORE: /5</p>	



<p>4.</p> <p>(Andy Marsh)</p>	<p>CVF: Resolute, compassionate and committed – we are emotionally aware and we take ownership</p> <p>4. What is your plan for developing and maintaining current and future strategic leaders within Nottinghamshire Police?</p>
<p>Interviewer notes</p> <p>SCORE: /5</p>	



<p>5.</p> <p>(Liz Fradd)</p>	<p>CVF: Integrity – we take ownership</p> <p>5. Tell us how you will ensure officers and staff are committed to working to the highest professional standards?</p>
<p>Interviewer notes</p> <p>SCORE: /5</p>	



<p>6.</p> <p>(Amanda Sullivan)</p>	<p>CVF: Inclusive, enabling and visionary leadership – collaboration</p> <p>6. Describe the challenges you perceive in working with Nottinghamshire’s partners, and how you will overcome them to deliver tangible improvements in the Nottinghamshire police force area?</p>
<p>Interviewer notes</p> <p>SCORE: /5</p>	



<p>7.</p> <p>(Caroline Henry)</p>	<p>CVF: Intelligent, creative and informed policing – we are innovative and open minded</p> <p>7. How will you ensure Nottinghamshire Police embraces organisational learning and improvement opportunities, such as using evidence based policing and disruptive technologies?</p>
<p>Response notes</p> <p>SCORE: /5</p>	



Total Score : / 40	Feedback Summary for candidate

Important Notes

- Please send the completed feedback score forms to Sharon Caddell or Katy Lewis after the end of the interview assessment – they should not be taken off site.
- The scores and views of the individual panel members will be used to inform the Police and Crime Commissioner's final decision and provide candidate feedback so please ensure that they are completed as fully as possible to be helpful to candidates and the Commissioner.
- These documents will be stored securely for a period of six years following conclusion of interviews, and they will then be disposed of in line with the OPCC's Retention and Disposal Policy.