

**Chief Constable Recruitment 2022**

**Publication Strategy**

**Background**

Nottinghamshire Police and Crime Commissioner (PCC) started the recruitment process for a new Chief Constable on 27 June 2022, following the announcement that Chief Constable Craig Guildford would be leaving to become Chief Constable of West Midlands Police.

**Table one** below sets out the selection timeline.

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| Date | Activity |
| 22 July – 12 August 2022  | Facilitated conversations with Force Chief Officers, OPCC and partner agencies available for CC candidates |
| 8 - 14 August 2022 | CEO and PCC available for discussions with prospective CC candidates |
| 14 August | Deadline for applications |
| w/c 15 August 2022 | Shortlisting and psychometric testing of CC candidates  |
| 23 August 2022 24 August 2022 | Internal and external stakeholder panel interviews Final panel interviews of CC candidate |
| 8 September 2022 | Deadline for submission of confirmation hearing report, including Independent Panel Member report, to Police and Crime Panel |
| 21 September 2022 | Police and Crime Panel confirmation hearing for preferred CC candidate |
| 10 November 2022 | Earliest notification to Police and Crime Panel of temporary CC if preferred candidate unable to take up post on 1 December 2022 |
| 1 December 2022 | CC Guildford takes up post in West Mids, and new CC or T/ CC takes up post in Notts |

**Aim of the Publication Strategy**

The aim of the publication strategy is to set out the process of how information relating to the Chief Constable recruitment will be proactively published in the interests of openness and transparency, to ensure a fair recruitment process and the timescales involved. This strategy will be published on the PCC website where it can be accessed by staff, media, partners and the wider public.

**Freedom of Information Act**

This publication strategy will enable the public authorities to use, when appropriate the exemption relating to the information intended for future publication (Section 22 Freedom of Information Act 2000).

**Information held and what we intend to publish**

Some of the information that is presented below may be subject to exemption under the Freedom of Information Act 2000.

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| **Category** | **Information** | **Publication Strategy** |
| Recruitment Process  | Recruitment pack including role profile, application process and terms and conditions  | Previously published on the PCC website. [Chief Constable Recruitment (pcc.police.uk)](https://www.nottinghamshire.pcc.police.uk/About-Us/Vacancies-and-Tenders/Vacancies/Chief-Constable-Recruitment.aspx) |
| Communication  | Announcement of preferred candidate  | Information will be published as soon as practicable following final panel interviews on 24 August 2022. |
| Notification of Proposed Appointment  | Report to the Police and Crime Panel including: - name of the candidate - criteria used to assess suitability - how the candidate satisfied those criteria - terms and conditions of appointment - panel members involved in the process - questions posed to candidates  | Information will be published in advance of the Police and Crime Panel Meeting scheduled for 21 September 2022.  |
| Decision Notice  | Formal Decision Notice including the Police and Crime Panels statutory report to the PCC and the PCC’s statutory response  | As soon as practicable, following the Police and Crime Panel meeting, scheduled on 21 September 2022. |

**Reference**

Throughout the recruitment process the Nottinghamshire Office of the Police and Crime Commissioner has engaged with internal and external stakeholders, independent panel members and the College of Policing representatives in addition to following the below guidance: College of Policing Guidance for Appointing Chief Officers:

<https://assets.college.police.uk/s3fs-public/cop-chief-officer-guidance-2020_0.pdf>