

Interview Questions for Acting Chief of Staff appointment.

15th August 2017

Panel: Alun Michael, Peter Vaughan, Emma Wools, Emma Mills (HR)

1. Could you tell us what attracted you to the role of Chief of Staff/Chief Executive and what skills and experience you can bring to the role? (Icebreaker)
2. Can you describe your understanding of the statutory duties of the role of Chief Executive as defined by the Police and Social Responsibilities Act 2011?
3. The Commissioner is an elected person who has made promises to the public in his manifesto and stated commitments in his Police and Crime Reduction Plan. The Chief Executive is the Monitoring Officer, ensuring the Commissioners decisions are lawful. How would you approach a situation where you had to challenge the commissioner on one of his decisions? OR Please give an example where you have challenged a senior leader's decision making. How did you approach the situation and what was the outcome?
4. Please give us an example of an occasion when you have lead others through organisational change? How did you identify the need for change? What approach did you take to driving change across the organisation? How did you ensure staff and stakeholders evolved as one? – we would specifically like to hear about your role within the Evolve Programme.
5. The Chief Executive and Commissioner need a team of dedicated staff to achieve the Commissioners priorities. Describe a situation where you were successful in getting people to work effectively together?
6. The role of the Commissioner is to scrutinise the force, he may at times need to challenge performance. Have you ever been involved in scrutinising an organisation? What knowledge, skills and experience have you drawn from the process, which you could helpfully apply in this role?
7. The Commissioner and Chief Constable pride themselves on their collaborative approach to leading South Wales Police. How would you ensure that a healthy working relationship is maintained between the Commissioner and the Police Force, especially the Chief Constable and Chief Officers?
8. An important part of the Chief Executives role is creating positive relationships with other organisations. Who do you see as key stakeholders and what skills do you have to effectively manage these relationships?
9. What do you consider to be the key priorities and biggest challenges for the police service and especially Police and Crime Commissioners in the next few years? (SW & National)