
Independent Chair for the Lammy Review Group of the Avon & Somerset Criminal Justice Board Person Specification

Candidates should give consideration to how they could demonstrate the essential and desirable competencies for the role of Independent Chair within their application. For example,

Communicate effectively – candidates could consider including experience of giving talks or making presentations, examples of negotiating a successful outcome or representing the views of others.

	CRITERION	COMPETENCY
	Chair/ leadership	Evidence of chairing committees. Senior level experience, responsible for leading significant teams. Facilitate the contribution of all members of the Sub Group and other participants.
ESSENTIAL	Strategic thinking	Breadth of vision, the ability to rise above the detail, sees problems and issues from a wider, forward-looking perspective. Bring experience and best practice from other organisations.
	Criminal Justice	A good understanding and knowledge of the Criminal Justice System. Experience of leading, conducting or reviewing criminal justice activity.
	Able to scrutinise/challenge	Ability to rigorously scrutinise and challenge constructively and independently, use appropriate data, evidence and resources. Experience of scrutiny and governance.
	Judgement	The ability to take a balanced, open minded and objective approach to the issues and come to evidenced based decisions that are robust and will withstand challenge.
	Communication	The ability to clearly and cogently articulate views while being receptive to the opinion of others.
	Diversity	Familiar with and respected by the key BME community groups in the Avon & Somerset area. An understanding of and commitment to fairness and equality.

ELIGIBILITY	Availability	Available to attend 4 days per month (daytime commitment). Must be able to travel around the Avon & Somerset police force area.
	Independent	The capacity to think independently while being part of a wider panel, demonstrating resilience to external and peer pressure.
	Vetting	Must be granted vetting clearance in accordance with vetting for the police community.
	Willing to adhere to the 7 principles of public life	Willing to undertake the role with selflessness, integrity, objectivity, openness, accountability, honesty and leadership.