

PCC DECISION

REF 2021/007

Decision Title: Appointment of Independent Consultant to support the appointment of Chief Constable and Chief Executive Officer.

Decision summary:

The PCC will award a contract for an independent consultant to support the recruitment of a Chief Executive and Monitoring Officer and a Chief Constable.

Background or reference to supporting papers:

A procurement process to appoint an independent consultant has been administered by the South West Police Procurement Department (SwPPS).

The PCC requires expert advice, guidance and input for the recruitment of a Chief Constable for Avon & Somerset Police and a Chief Executive and Monitoring Officer for the Office of the Police and Crime Commissioner. The consultant will provide the following services to deliver on the following:

- To assist in drafting the advert and developing an advertising strategy to ensure they attract a talented and diverse pool of candidates for the roles
- To undertake a critical review the job specifications and role profiles and if required to redraft them.
- To develop the selection day process including drafting the selection tools and interview questions to be used
- To act as an independent advisor during the shortlisting of candidates
- To facilitate selection days to assist in successful candidate selection

Tenderers were evaluated on the basis of the most economically advantageous tender with the evaluation criteria and allocation of marks.

A contract has been awarded to Andrew White and the contract will commence on 18 June 2021 through to the point that permanent appointments are in post.

Daily rate £650 per day for agreed number of days for each appointment process.

Avon and Somerset Police & Crime Commissioner

I confirm I have considered whether or not I have any declarations of disclosable interest in this matter. Any such interests are disclosed.

The above request has my approval.

Date 13/07/2021

Police & Crime Commissioner for Avon & Somerset

CFO Signatures

Date 13/07/2021

(OCC CFO required if decision requested or presented for approval by Constabulary)

PCC CFO

OCC CFO

Other relevant lead officer as required

Date 13/07/2021

(e.g PCC CEO, COG lead)

Interim CEO

Sally Fox

Job title

name

signature