



EASTERN REGION POLICE AND CRIME COMMISSIONERS

LEGALLY QUALIFIED CHAIRS OF POLICE MISCONDUCT PANELS

PERSON SPECIFICATION

ESSENTIAL CRITERIA

- Satisfaction of the judicial appointment eligibility condition (including any age-limit) on a five-year basis.
- Experience of chairing meetings and ability to exercise control over proceedings.
- Experience of evaluating evidence, or information and making objective, unbiased, thoughtful decisions.
- Experience of report writing, writing up deliberations, decisions or case notes.
- Excellent communication skills.

DESIRABLE CRITERIA

- Able to demonstrate previous committee or judicial work or service on a Board or Tribunal.
- An understanding and appreciation of the Police Code of Ethics.

APPLICANTS WILL BE ASSESSED AGAINST THE FOLLOWING QUALITIES AND ABILITIES:

- Intellectual Capacity
 - Quickly absorbs and analyses complex information with ease.
 - Knowledge of the police disciplinary legislative framework, case-law and underlying principles, or the ability to acquire this knowledge.
- Personal Qualities
 - Integrity and independence of mind.
 - Commitment to equality, diversity and inclusion.
 - Sound judgement.
 - Decisiveness.
 - Objectivity.
 - Learns and develops professionally.
 - Maintains up to date knowledge of issues relevant to the role.

- An ability to understand and deal fairly
 - Shows awareness of equality and diversity issues that may arise in policing.
 - Committed to public interest, impartiality and fair treatment.
 - Listens with patience and courtesy.

- Authority and Communication Skills
 - Inspires respect and confidence.
 - Questions effectively.
 - Engages constructively in debate and challenges others appropriately.
 - Excellent oral, written and presentation skills.

- Efficiency
 - Works at speed, including when under pressure.
 - Manages time effectively and produces clear reasoned decisions expeditiously.
 - Works constructively with others.
 - Makes effective use of technology, including computers, video and telephone conferencing.

- Effective Chairing
 - Maintains firm and effective control of hearings.
 - Explains the procedure and any decisions reached clearly and succinctly to all those involved.
 - Maintains authority when challenged.
 - Excellent interpersonal skills and demonstrating a facilitative, inclusive and enabling manner.
 - Excellent drafting skills, with the ability to produce clear, accurate, well-structured determinations.