

Person Specification for Independent Co-Opted Members

For the appointment of independent co-opted panel members, the assessors will consider potential candidates against the following criteria during the process of shortlisting (based on application form) and interviews (if shortlisted):

	Attributes
Personal Qualities	<p>Good character: To demonstrate that you are a person of good character</p> <p>Team working: The ability to play an effective role in meetings through listening, persuading and showing respect for the views of others</p> <p>Self-confidence: The skill to challenge accepted views constructively without becoming confrontational</p> <p>Enthusiasm and drive: The ability to be proactive in seeking out learning and developmental opportunities to enhance knowledge and understanding (for example, on financial matters and statutory requirements)</p> <p>Respect for others: The capacity to treat all people fairly and with respect to value diversity and respond sensitively to difference</p> <p>Integrity: The necessity to embrace high standards of conduct and ethics and be committed to upholding human rights and equality of opportunity for all together with the ability to recognise and remove yourself from any potential conflicts of interest</p> <p>Decisiveness: The ability to show resilience even in challenging circumstances, remaining calm and confident and able to make difficult decisions.</p>
Abilities / Skills	<p>The ability to think strategically: To have breadth of vision, to rise above detail, and to see problems and issues from a wider, forward-looking perspective and to make appropriate linkages.</p> <p>The ability to make good judgements: To take a balanced, open-minded and objective approach, for example, in evaluating the priorities of the Police and Crime Commissioner, assessing candidates for top level appointments or considering complaints against the Police and Crime Commissioner.</p> <p>The ability to be supportive: To be able support the Police and Crime Commissioner and the other members of the Panel in delivering their duties.</p> <p>The ability to scrutinise and challenge: To be able to rigorously scrutinise and challenge constructively without becoming confrontational, using appropriate data, evidence and resources. To be able to interrogate and understand complex financial and budgetary information.</p>

	<p>The ability to be analytical:</p> <p>To comprehend, interpret and question complex written material, including financial and statistical information and other data such as strategic performance measures/data, value for money indicators and identify the salient points.</p> <p>The ability to communicate and engage effectively:</p> <p>To be able to communicate effectively both verbally and in writing – and to interact positively with other members of the Panel, the PCC and most importantly to engage with the public and the community at large.</p>
<p>Equality and Diversity</p>	<p>Candidates should be able to:</p> <ul style="list-style-type: none"> • Consider their own biases and prejudices • Work with people from all areas of the Lancashire area • Work with people from diverse backgrounds • Work with people with and without disabilities • Work with people from a variety of faiths and cultures • Work with people who may be gay, lesbian, bisexual or transgender.
<p>Experience</p>	<p>It would be useful if candidates could demonstrate experience of any of the following:</p> <ul style="list-style-type: none"> • Working with other people on issues of mutual interest over a period of time (for example, voluntary work) • Situations where you needed to compromise • Interacting or working with people of all ages • Interacting or working with people who have different political view and/or religious beliefs • Interacting or working with people who are physically and/or mentally impaired.
<p>Interests</p>	<p>It would be useful if candidates could demonstrate experience of any of the following:</p> <ul style="list-style-type: none"> • Policing issues and current affairs, specifically in respect of the ways in which they affect the people in your area • Challenging and combating institutional discrimination • The issues associated with recruiting, promoting and retaining staff from under-represented groups • Engaging with and representing local people and/or specialists within your field of expertise.
<p>Other Requirements and Considerations</p>	<ul style="list-style-type: none"> • Candidates must be able to attend meetings at possibly varying locations throughout the force area at least 4-8 times a year, as well as attend any appropriate training sessions. The precise time for the meetings has not been agreed at this stage. • Candidates should have the time, energy and commitment to prepare for and attend regular meetings. We suggest that you would need to allocate a minimum of one day per month to devote to this role. • Candidates should have a willingness to learn. <p>Note: Candidates must be eligible for the role (see eligibility criteria separately listed within this recruitment pack)</p>

