

### How to Apply

## Selection Panel

At the Pre-Selection Panel Event on 11th December 2023 candidates will be required to attend and to provide a presentation on their leadership style, aims and ambitions and vision for North Yorkshire Police, should they be successful.

The audience will comprise of partners and staff associations. The audience at this event will be asked for their thoughts on the candidates which will be provided to the members of the Selection Panel.

Feedback from this event will be considered by the Panel and may be used to probe further at interview but will not form part of the formal selection process.

### The Selection Panel will comprise of:

- Zoe Metcalfe, Police, Fire and Crime Commissioner for North Yorkshire
- Jonathan Dyson, Chief Fire Officer, North Yorkshire Fire and Rescue Service
- HMICFRS Representative
- Simon Dennis\*, Chief Executive and Monitoring Officer (OPFCC)
- Independent Panel Member
- Stephen Smith (Higher Psychologist, College of Policing) will be present as Advisor to the Panel
- People Services Representative

### In addition to a formal interview candidates will be required to undertake two exercises:

- A presentation on an unseen subject for which 1 hour will be given to prepare.
- A media exercise.

The Selection Panel will take place on 12th December 2023.

Following the Selection Panel, a “preferred candidate” will be notified, the preferred candidate will be subject to Developed Vetting and a Medical.

---

\*As a result of unforeseen availability issues, Mr Dennis’ role in the appointment process, including selection panels, will be undertaken by **Mrs Jenni Newberry**. Mrs Newberry is Director of Commissioning & Partnerships, Assistant Commissioner and Victims Champion in the Office of the Police, Fire & Crime Commissioner. - **Updated 08/11/2023**

## Assessment & Interview Process

**26th October - 16th November**  
Applications open

**10th November 2023**  
Familiarisation event (Microsoft Teams)

**W/C 20th November 2023**  
Shortlisting meeting

**11th December 2023**  
Stakeholder panel

**12th December 2023**  
Assessment process and selection

**11 January 2024 (TBC)**  
Police, Fire and Crime Panel Confirmation Hearing

**January 2024**  
Police, Fire and Crime Panels report to the PFCC on the Chief Constable's appointment