



**Police & Crime Commissioner for Cleveland
Cleveland Police Headquarters
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18 March 2014

Councillor Norma Stephenson
Chair
Police & Crime Panel
Stockton Borough Council
Municipal Buildings
Stockton-on-Tees
TS18 1LD

Dear Councillor Stephenson

**Police Reform and Social Responsibility Act 2011, Schedule 1;
Proposed Appointment of Chief of Staff (Statutory post of Chief
Executive and Monitoring Officer)**

Further to recent discussions I confirm that I have now completed a recruitment process and selected a suitable person in SIMON DENNIS.

The criteria used to assess the suitability for the appointment involved open advert inviting applications. These were short listed against the job specification (appended). Short listed candidates were then interviewed by a panel chaired by myself, together with Deputy Chief Constable Iain Spittal, Head of Human Resources Denise Curtis Haigh, and Gill Rollings representing the Cleveland Local Authorities (as key partners). The interview comprised a presentation with follow up questions and then set questions (appended). This was based on the 'skills for justice' guidance for senior appointments within the criminal justice arena.

Scores were awarded by panel members and the highest score was obtained by Simon Dennis. As a qualified solicitor and current employee of the North Yorkshire PCC he is well versed in the requirements of the role with particular emphasis on governance and the provision of professional support. He also has experience of collaboration arrangements which are increasingly important.



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

The appointment is full time (not linked to the electoral cycle). The salary was advertised at £85k but this may alter slightly as the current job evaluation exercise is concluded. Terms and conditions mirror those of police staff.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Barry Coppinger'. The signature is written in a cursive style with a large initial 'B' and a long horizontal stroke at the end.

Barry Coppinger
Police & Crime Commissioner