

INTERVIEW QUESTIONS MARCH 7TH 2014

<i>QUESTION</i>	<i>SKILL/COMPETENCY</i>	<i>COMMENT</i>
1 Demand for policing exceeds the capacity of the organisation – how can this be managed? Give an example from your experience of where service delivery could not meet demand and how you handled this	Serving the public	
2 What do you consider are the one or two biggest changes within the PCC remit that must be addressed. Do you have ideas as to how to approach this? Can you give an example of leading strategic change within your past experience	Leading strategic change	
3 Giving clarity and direction is essential in leadership but how is that possible in a changing landscape?	Leading the workforce	
4 Explain your experience of performance management and monitoring; at a time of reducing resources.	Managing performance	
5 The PCC is a politician whereas the CoS role is not – how do you expect this to operate and what tensions may arise? Give an example of how you	Professionalism	

have managed the potential for conflict in similar situations.		
6 Give examples of difficult decisions you have taken – what was the process and what was the learning?	Decision making	
7 Describe your experience of partnership working – its benefits and difficulties	Working with others	
<i>PRESENTATION TOPIC</i>		