

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY J.M. MAÇON OF ST. SAVIOUR  
QUESTION SUBMITTED ON MONDAY 25<sup>TH</sup> OCTOBER 2021  
ANSWER TO BE TABLED ON MONDAY 1<sup>ST</sup> NOVEMBER 2021**

**Question**

Will the Chair advise –

- (a) what role the States Employment Board had in overseeing the appointment of the interim Director General of Children, Young People, Education and Skills (C.Y.P.E.S.);
- (b) the rationale for the selection of the appointment panel members;
- (c) how any potential conflicts of interest were managed; and
- (d) what the period of time was between the final interview and the successful candidate being informed of the decision?

**Answer**

A.

As with all senior appointments to the Government of Jersey, SEB were informed of a requirement and recommendation to recruit into the Director General (CYPES) role on a temporary acting up basis. Additionally, they were informed of the outcome of the final interview process and the selection of the preferred candidate

B.

For all senior appointments the panel is agreed by the Jersey Appointments Commission on the initial recommendation of the GoJ Resourcing function who also consult directly with the appointing hiring manager - who in this instance was the Interim Chief Executive Officer. It is normal practice to have a departmental Director General on the panel for Tier 1 (Director General) appointments and also independent panel member(s) outside of the Government

C.

Under the guidelines of the Jersey Appointments Commission any potential or perceived Conflicts of Interest are recorded by the JAC Commissioner and noted in the final appointment audit report. Any conflicts are managed directly by the JAC Commissioner during the selection, interview and appointment processes

D.

Final Interviews for this position took place on Friday 15<sup>th</sup> October which completed at 4pm. A panel discussion and overview of the candidate interviews was completed at 5pm and the preferred candidate was informed by the hiring manager at 6pm. The preferred candidate was informed that the appointment was subject to approval by SEB who were informed on Monday 18<sup>th</sup> October.