

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. SCOTT OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 26th JUNE 2023
ANSWER TO BE TABLED ON MONDAY 3rd JULY 2023**

Question

“Will the Chair provide full details of the recruitment model applied for both the interim and permanent Chief Executive, including –

- (a) the level of commercial experience and knowledge sought;
- (b) the experience of drafting problem statements, of closed loop processes, and of 8D problem-solving methodology sought, if any;
- (c) the key performance indicators; and
- (d) the standard terms of employment contract?”

Answer

- (a) The full requirements for the role were set out in the role profile and candidate information pack. The key areas for assessment were agreed in advance as:

Leadership Experience

- Someone who has credible leadership credentials that demonstrates the ability to lead a complex organisation and delivers measurable outcomes.
- Someone who demonstrates values-led leadership and can bring a range of stakeholders through effective change.
- The ability to lead by example.
- Preferable professional qualification in Directorships or academic qualification in business management.

Experience of leading delivery in similar type organisations

- Experience of larger, complex organisations. Possibly an international or group structure organisation, large public sector institution or highly regulated organisation. This could also include membership organisations, democratic bodies, or entities where there is a strong focus on customer delivery. Sector agnostic.
- The ability to focus on what is needed and delegate effectively. Putting in place strategies for assurance and delivery.
- Possible experience in leading large, complex programmes of work (including capital)
- Experience of leading systemic and sustained improvements.

Understanding of good governance

- Demonstrates good governance, may reference governance standards or frameworks.

- An understanding of governance (or similar) in the public sector including internal controls, audit, assurance and reporting.
- Evidence of understanding of risk and risk management.
- Understanding of democratic decision-making structures and accountability.

Performance management experience

- Strong demonstration of a focus on performance management with direct reports and across an organisation with measurable results.
- Evidence of strengthening performance and accountability.

Demonstration of ability to manage complex and competing workload

- Demonstrates a broad/complex portfolio of activity and delivery.
- Ability to prioritise and/or focus on what's necessary, at the right level.
- Ability to operate strategically and focus on delivery and achievements.

Leading change

- Demonstration of understanding of frameworks, approaches and / or methods for change management at a strategic level.
- Ability to communicate effectively with a range of stakeholders.
- Experience of delivering successful change (and/or a reflection of when change hasn't worked).
- Ability to demonstrate how change is governed and managed in a complex organisation.

Demonstrating impact and credibility across a range of stakeholders

- Experience of working across a range of stakeholders from Executive through to front line and customers, communities, and citizens.
- Ability to demonstrate an inclusive leadership style, valuing diversity and inclusion to build trust and confidence in the organisation from a range of stakeholders.

Understanding of Jersey's heritage, constitutional aspects and Island identity

- An appreciation of Jersey's needs from an interim CEO.
- Sound grasp of Island life, challenges, benefits and opportunities
- Understanding of the Government agenda and plans

(b) For the interim position, an occupational psychological questionnaire was completed and validated. For the permanent role, a more comprehensive assessment centre will be designed against the permanent role profile.

(c) Key performance indicators will be agreed with the interim Chief Executive Officer at the start of his contract in September 2023.

(d) Key terms of the employment contract are a salary in the range of £220,000 - £250,000. As a secondment, all other terms and conditions remain as per his current employment.