
STATES OF JERSEY



STATES OF JERSEY POLICE FORCE: APPOINTMENT OF CHIEF OFFICER

Presented to the States on 1st November 2019
by the Minister for Home Affairs

STATES GREFFE

REPORT

In accordance with Regulation 6 of the [States of Jersey Police Force \(Chief Officer and Deputy Chief Officer\) \(Jersey\) Regulations 2017](#), the Minister for Home Affairs has approved the appointment of Mr. Robin Smith as the new Chief of Police for the States of Jersey Police Force.

Candidate Synopsis

Mr. Robin Smith

Mr. Smith is a Chief Police Officer with over 30 years' experience in several executive positions and portfolios. He was formerly T/Deputy Chief Constable in Sussex and Surrey Police with responsibility for the day-to-day delivery of policing services, including corporate development, corporate communications, professional standards and anti-corruption.

Currently he is the Assistant Chief Constable responsible for delivering policing and security across the rail network in England (including the London Underground), Scotland and Wales. He has significant operational and organisational experience, including counter-terrorism, firearms command, public order, public protection and safeguarding.

He has experience in leading and delivering major transformational change programmes to drive efficiencies, increase value for money, and improve services. He has also been the lead for Police Effectiveness, Efficiency and Legitimacy ("PEEL") inspections under Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services ("HMICFRS").

He was Gold Commander for the Manchester Arena and London Bridge terrorist attacks and the Croydon tram crash.

His Chief Officer portfolios include: Head of Major Crime (Homicide) and Special Branch, Surrey and Sussex Police; Head of Firearms, Public Protection/Safeguarding; Head of South-East Regional Crime Unit; Head of Surrey and Sussex Police Operations Command; Divisional Commander East Sussex; Divisional Commander Gatwick Airport; Head of Corporate Development, Project Management, Corporate Communications and Crime Manager. Significant operational and counter-terrorism experience. Delivery of major change programmes and large policing operations (Gold Commander Notting Hill Carnival), with a track record for exceeding challenging organisational goals, and delivering improved performance/service and value for money.

He has a detailed knowledge and understanding of both the public and private sectors, with a reputation for working effectively with stakeholders and government departments (Home Office, Department for Transport, Ministry of Housing, Communities and Local Governments, Train-Operating Companies, Aviation Industry, Football Association and Premier League) to deliver improved organisational, operational and stakeholder outcomes.

Process

The process to appoint the new Chief of Police was overseen by the Jersey Appointments Commission, with the Chair of the Commission, Dame Janet Paraskeva, chairing the full end-to-end process. The process of recruitment and attraction of candidates was managed by the Government of Jersey resourcing team, and supported with additional outreach to potential candidates and, in the final assessment process, by a specialist Executive Search Firm, *Penna*.

The recruitment campaign launched on 4th July 2019, with the campaign appearing in the following media –

- www.gov.je
- Jersey Evening Post
- Municipal Journal
- Guardian Jobs
- Police Professional
- Police Oracle.

Throughout the advertising campaign, interested candidates were given the opportunity for an informal conversation about the role jointly with Dr. Jason Lane, Chair of the Jersey Police Authority, and the Chief Executive of the Government of Jersey, Mr. Charlie Parker.

Some 15 on- and off-Island candidates were targeted in the initial search, which produced a formal longlist of 7 candidates (6 male and one female) for initial consideration. One candidate withdrew before longlisting, and 6 candidates were taken forward for independent technical assessment. Following these assessments, 3 candidates were shortlisted for final Interview.

In the application procedure, candidates were asked to complete and detail the following information –

- confirmation that they had completed the Strategic Command Course (“SCC”)
- their current salary package and expectations
- an up-to-date CV detailing their career history and achievements
- a supporting statement on how they met the ‘person specification’ of the role.

Stages

There are 8 stages to the overall recruitment process, which was overseen by the Jersey Appointments Commission –

1. Promotion of the role.
2. Initial assessment of candidates that submitted a formal application. This was conducted by the Government’s central resourcing function, and independently by Roger Russell, executive search director from *Penna*.
3. Candidate Longlisting meeting held on 2nd September.
4. Technical Assessment conducted by Dee Collins, ex Chief Constable of West Yorkshire Police and *Penna*, on 4th and 5th September.
5. Candidate Shortlisting meeting held on 25th September.

6. Full day assessment centre on 22nd October. This included a tour of the States of Jersey Police Headquarters and a ‘meet and greet’ with members of the Force and 2 independent stakeholder Panels, one consisting of representatives from children and mental health charities, and the second of members of Jersey’s ‘Blue light’ departments – Police, Fire, Ambulance, and Customs and Immigration. Additionally, candidates undertook psychometric tests, a strategic written exercise, a leadership role play exercise, a leadership interview, and a media assessment, and met informally with the Minister for Home Affairs.
7. Final Panel interviews held on 23rd October.
8. Formal appointment by Ministerial Decision of the Minister for Home Affairs and presentation to the States of this Report.

The Panel

- Dame Janet Paraskeva, D.B.E. (*Panel Chair*) – Jersey Appointments Commission
- Dr. Jason Lane – Chair of the Jersey Police Authority
- Mr. Charlie Parker – Chief Executive, Government of Jersey
- Mr. Tom Walker – Director General – Government of Jersey
- Justine Curran – Senior Independent Adviser and former Chief Constable of Humberside Police.

Resource implications

This decision does not give rise to any additional resource implications for the States of Jersey.