



APPENDIX A
INDEPENDENT PERSON
SELECTION CRITERIA

SKILLS AND COMPETENCIES

The Independent Person will have:

- a keen interest in standards in public life.
- a wish to serve the local community and uphold local democracy.
- the ability to be objective, independent and impartial.
- sound decision making skills.
- leadership qualities, particularly in respect of exercising sound judgement.

The Independent Person will:

Essential criteria

- be a person in whose impartiality and integrity the public can have confidence.
- understand and comply with confidentiality requirements.
- have a demonstrable interest in local issues.
- have an awareness of the importance of ethical behaviours.
- have a credible and authoritative personal style.
- have strong oral and written communication skills.
- be a local resident of North Hertfordshire.

Desirable additional criteria are:

- working knowledge and/or experience of local government or other public service and/or of large complex organisations
- experience or knowledge of public sector governance.
- awareness of and sensitivity to the political process.
- having an understanding of the pressures and constraints of elected or co-opted Councillors operating in a democratically accountable public body.
- knowledge and understanding of judicial/quasi-judicial or complaints processes.
- experience of a managing or advising on misconduct matters (possibly in the context of employment, a professional body or the voluntary sector).

You should demonstrate in your application how you meet the above criteria as this will assist the short-listing process.

Means of assessment will be by application form and interview.

NOTE: It is expected that the appointed Independent Person and "Reserve" will be contactable at all times during normal working hours by telephone or by email and to be available to attend hearings which may have to be convened at relatively short notice.