

APPENDIX A

INDEPENDENT PERSON/ RESERVE INDEPENDENT PERSON ('IP') SELECTION CRITERIA SKILLS AND COMPETENCIES

The IP 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 IP should be able to demonstrate:

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.

The IP would ideally also meet the following desirable additional criteria:

- 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.
- Understanding 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 managing or advising on misconduct matters (possibly in the context of employment, a professional body, or the voluntary sector).

[NOTE Applicants were required to demonstrate in their application how they met the above criteria. Assessment overall was by application and in person interview].