

A list of all staff appointments made by the Police and Crime Commissioner and the following specific information on each post

- a) The name of the staff member appointed
- b) The date s/he began will begin his/her role
- c) The salary attached to the post
- d) A job description of the post
- e) A description of the process through which the appointment was made
- f) The number of applicants who applied for the appointment

There have been 2 staff appointments made by the Police & Crime Commissioner, the details are as follows;

### **Research Director**

This was a vacant post which was carried over from the Police Authority.

- a) Henri Murison
- b) 01.03.13
- c) Salary band £38,862 - £41,697
- d) Attached
- e) Advertised via the Job Centre with shortlisting and interviewing undertaken by a selection panel comprised of Chief Executive, Chief Finance Officer and Transition Adviser.
- f) 20 applied

### **Deputy Police & Crime Commissioner**

- a) Isabel Owen
- b) 10.04.13
- c) Salary band £52,995 - £56,571
- d) Attached
- e) Advertised via the Yorkshire and Humber Labour Party to West Yorkshire members to mirror the PCC's own selection process with shortlisting and interviews undertaken by a selection panel comprising the Police and Crime Commissioner, Leader Kirklees Council, Chief Executive and Senior Organiser, GMB.
- f) 13 applied

The Police and Crime Commissioner has been mindful of the key requirement set by Ministers which is that the office of the police and crime commissioner should not cost more than the police authority. Decisions about filling vacant posts and appointing a Deputy Police and Crime Commissioner have been taken with this in mind. Please see our website for further details of the budget set by the Commissioner (<http://www.westyorkshire-pcc.gov.uk/media/16208/decision-paper-budget-2013-14-150213a.pdf>).

**Deputy Police & Crime Commissioner for West Yorkshire**  
**Reporting to the Police & Crime Commissioner for West Yorkshire**  
**Fixed term contract**  
**Salary: E.O.2. (£52,995 - £56,571)**

**Role Profile**

To provide high level political advice and liaison to the Police & Crime Commissioner for West Yorkshire and to represent, assist and support the PCC in delivering on his role setting the strategic direction and ensuring leadership and management in the delivery of external affairs in the OPCC.

Job specification

1. Performing a key role in fulfilling the legislative requirements of the PCC such as the Police and Crime Plan.
2. Deputising for the PCC where appropriate at public events, conferences, meetings, community project visits and in the media.
3. Providing high level political advice and ensuring effective political liaison and impactful campaigns locally and nationally.
4. Building and developing strong relations with other elected representatives, political partners, the Labour Party and its affiliates.
5. Providing leadership in the development and delivery of the policy agenda, identifying areas where change is needed and ensuring key outcomes are achieved across all the communities of West Yorkshire.
6. Ensuring the implementation of an effective communications strategy and extensive public engagement and consultation across West Yorkshire.
7. Providing leadership in building and strengthening relations with partners and making sure partners priorities are reflected in the work of the OPCC.
8. Providing leadership on public affairs including advice and practical support in drafting responses to government consultations and political advocacy.
9. Being flexible and adaptable, supporting the PCC in all aspects of his work and carrying out duties on behalf of the PCC as and when required.

## Person specification

### Essential -

High level experience of providing political advice to directly elected office holder or similar figure

Extensive experience of media, communications and campaign management

Experience of managing public engagement and partnership working

Extensive experience of political liaison and party engagement

A Proven ability of leading and developing a team at a senior level

A proven ability to represent the Labour Party at a senior level

A strong understanding of Labour Party policies, processes and structures

### Desirable -

A strong understanding of policing and crime prevention issues

A strong understanding of West Yorkshire and its communities

A strong understanding of the environment of Police & Crime Commissioners

Experience of working along side the police force

Experience of developing and implementing strategy across external affairs