

Candidate References

As part of the selection process for Chief Constable Devon and Cornwall Constabulary I was asked by the Chair of the panel, Tony Hogg to undertake telephone references for all the short listed candidates.

I used a semi structured approach to the references, asking each referee the same core questions and then following up on any issues raised.

The questions explored where:

1. How would you describe the contribution of XXX to overall performance in the organisation?
2. What are your views about the suitability of XXX to be appointed as Chief Constable and what if any concerns do you have?
3. If XXX were appointed in your view would they have any development needs to address in their new role?
4. Is there anything else you want me on behalf of the selection panel to be aware of?

During these interviews, which each lasted about half an hour, there were no areas of concern raised that would have either altered the short listing decisions or prevented the selection panel deciding on a preferred candidate. All candidates were endorsed as suitable for the role by their references.

Tony Melville