



## FREEDOM OF INFORMATION REQUEST

FOI Reference number: FOI 27/2013

Date: 19 June 2013

### Request:

#### **Recruitment Competition IRC178686 : Director (0250/92854)**

Under the Freedom of Information Act I request that you forward to me the following documents by email:

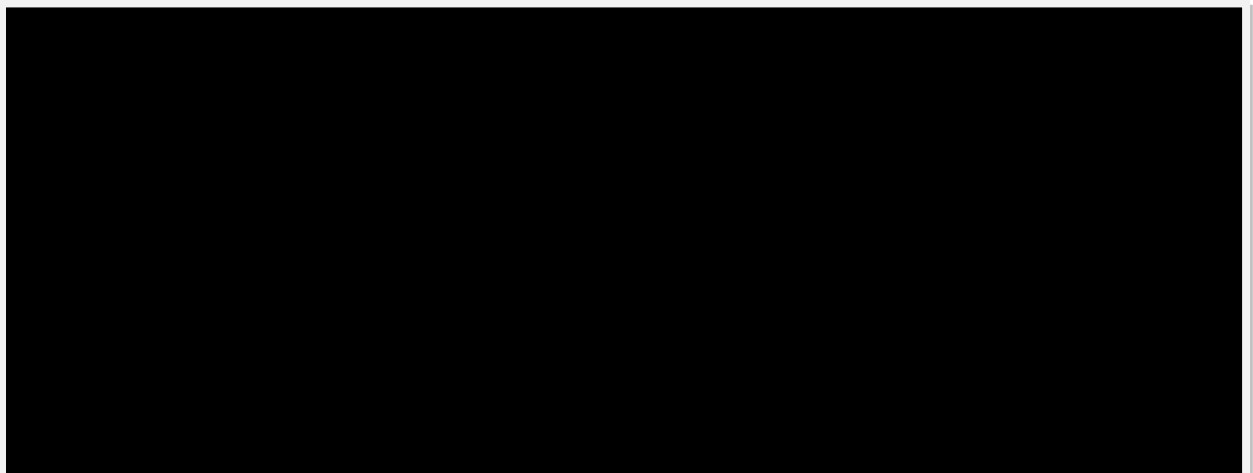
- My individual scoring assessments from each panel member - including all notes made by each panel member
- My final agreed panel scoring assessment and my position in the order of merit
- The required pass score for each question
- The number of candidates who attended for interview
- The number of candidates who scored above the pass threshold
- A copy of the interview questions

### Reply

The information you have requested falls into two distinct categories:

#### **Requests under the Data Protection Act (DPA) 1998**

**(Please note this information is not available under FOI and has been redacted.)**



## **Requests under the Freedom of Information Act (FOIA) 2000**

The remaining requests fall under the Freedom of Information Act 2000:

- The required pass score for each question

### **Answer:**

Presentation – 24  
Question 1 – 12  
Question 2 – 12  
Question 3 – 12  
Question 4 – 12  
Question 5 – 12  
Question 6 – 12  
Question 7 – 12  
Question 8 – 12

- The number of candidates who attended for interview

### **Answer:**

The number of candidates who attended for interview was 10

- The number of candidates who scored above the pass threshold

### **Answer:**

The number of candidates who scored above the pass threshold was 4

- A copy of the interview questions

### **Answer:**

#### **Presentation :**

Outline what you consider to be the key strategic challenges facing the Board over the next 5 years and how you would address these.

#### **Question 1:-**

Following the presentation you have just made to the panel, would you identify the three most important professional strengths you believe you have to offer to the role of a Director in the Northern Ireland Policing Board?

Question 2:-

What would you perceive to be a weakness you have, and how do you manage that weakness?

Question 3:-

What would you consider to be the most important matters of public interest in terms of overseeing the Police Service of Northern Ireland? Outline for the Panel how you would approach the professional requirement to give balanced advice and information to the Board and it's Committees in matters of public interest?

Question 4:-

Who do you consider to be the key stakeholders working with the Policing Board in securing an effective and efficient Police Service?

Question 5:-

Please give an example of when you have led on strategic organisational initiatives, highlighting your strengths as a leader in achieving organisational objectives.

Question 6:-

Outline your experience in managing budgets and maintaining effective internal controls in the use of resources.

Question 7:-

What do you consider to be the effective components of achieving a high level of organisational performance, either in the Private or the Public Sector?

Question 8:-

Can you give an example where you have had to address poor performance or poor standards of practice either with an individual or with a team in an organisation you have managed? How did you do this and what was the outcome?

If you have queries about this request or the decision please contact the Board quoting the reference number above. If you are unhappy with the service you have received and wish to make a complaint or request a review you should write to the Board's Chief Executive at the following address:

Northern Ireland Policing Board  
Waterside Tower  
31 Clarendon Road  
Clarendon Dock  
Belfast BT1 3BG

Email: [foi@nipolicingboard.org.uk](mailto:foi@nipolicingboard.org.uk)

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. The Information Commissioner can be contacted at:-

The Information Commissioner's Office – Northern Ireland  
3rd Floor  
12 Cromac Place  
Gasworks  
Ormeau Road  
Belfast  
BT7 2JB.

Telephone: - 02890 269 380

Email: - [ni@ico.org.uk](mailto:ni@ico.org.uk)

Please be advised that all Policing Board replies under Freedom of Information will be released into the public domain via our website @ [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk).

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.