



Superintendent Selection 2022

Application Requirements

All candidates are required to ensure that they meet the application eligibility requirements. This means:

- Completion of an application form consisting of three questions.
- Evidence of Training and Qualifications (this section of the application form is not assessed but used for postings purposes).
- Inclusion of a most recent annual appraisal (PDR) which should include line manager support for promotion to next rank (if applicable) **and/or** if the above is not included in the appraisal – a copy of your latest PDR which references your desire for promotion to the next rank.
- For officers seeking lateral transfer please attach **only** a copy of your most recent annual appraisal.
- No live warnings under the Conduct Regulations 2020 or reduction in rank under those procedures, in the previous 12 months, beginning with the date of the notice.
- No live formal written notifications under the Performance Regulations 2020 or reduction in rank under those procedures in the previous 12 months, beginning with the date of the notice.

Familiarisation Event

Chief Constable Mark Webster shall facilitate a familiarisation event to interested candidates, supported by Human Resources. Further details will be communicated at the right time on date/location. To reserve a place/request an invitation please email hr.recruitment@cleveland.police.uk

Application Form

Candidates who meet the application requirements and achieve the required standard on the application form shall progress to the interview phase.

The Shortlisting Panel will be making their assessment against the questions being assessed against the values and behaviours included in the CVF (level 3).

Interview Process

The Interview Panel will be chaired by the Chief Constable of Cleveland Police Mark Webster, the Deputy Chief Constable Ian Arundale, the Temporary Assistant Chief Constable Lisa Theaker, and the Director of People and Development Lynne Swift.

At interview candidates will be asked to provide a ten-minute presentation to the panel which they shall prepare on the day of interview. Sufficient time shall be allocated to help candidates prepare for the presentation. The presentation topic shall be provided on the day. The presentation topic shall be policing based. Further details shall be provided to those officers who progress from the application form stage to the interview process.

The presentation will be followed by an interview which will address issues raised in the presentation (Q&A session from the panel) before exploring a series of questions on wider topics linked to level 3 of the CVF.

The Interviews will take place on **1, 2, and 4 November 2022**.

Reasonable Adjustments and Accommodations

Any candidate who requires a reasonable adjustment or accommodation (in line with the Equality Act 2010) across any element of the selection process should contact colleagues in Human Resources to discuss their requirements. Contact details can be found in the application form.