

Chairperson designate of the Policing Authority

Expressions of interest

The establishment of an independent Policing Authority is a Government commitment in the *Statement of Government Priorities 2014 – 2016*.

The Policing Authority, which is due to be established by the end of this year under legislative proposals currently being drawn up, will provide oversight of all aspects of the delivery of the policing service by the Garda Síochána, including oversight of strategy, the efficient and effective deployment of resources, organisation, administration, personnel and finance. The Authority will also provide advice to the Minister on policing. The Minister will continue to have oversight of the security service.

The Government wish to nominate a chairperson designate of the Policing Authority who will be able to assist in the preparations for the establishment of the Authority and who will be appointed as its first chairperson. The Minister for Justice and Equality therefore invites expressions of interest from suitably experienced or qualified persons for nomination by the Government as the chairperson designate of the forthcoming Policing Authority.

Suitably experienced or qualified persons who wish to be considered by the Government for nomination as chairperson designate should submit a comprehensive CV which includes details of experience and qualifications and a statement of suitability (covering letter) as to why they believe they should be considered by the Government for nomination via the following link www.stateboards.ie.

Closing date Friday 17 October 2014. We will treat all applications/expressions of interest confidentially and information will only be given to the appropriate personnel.

The Policing Authority

The establishment of an independent Policing Authority is a Government commitment in the *Statement of Government Priorities 2014 – 2016*.

The views of the public on the proposed establishment of an independent policing authority were sought by way of a public consultation process that commenced on 9 May 2014 and ended on 31 May 2014.

A second element of the public consultation process was the seminar hosted by the Minister on justice reform which took place on 20 June 2014 at Farmleigh, attended by some 100 participants. The purpose of the seminar was to provide a platform for key stakeholders and persons with an interest in Garda reform to discuss elements of the justice reform programme initiated by the Government.

An Garda Síochána

Information on An Garda Síochána can be found on the website www.garda.ie and its core functions are set out in Section 7 (1) of the Garda Síochána Act 2005 as follows:-

The function of the Garda Síochána is to provide policing and security services for the State with the objective of—

- (a) preserving peace and public order,*
- (b) protecting life and property,*
- (c) vindicating the human rights of each individual,*
- (d) protecting the security of the State,*
- (e) preventing crime,*
- (f) bringing criminals to justice, including by detecting and investigating crime, and*
- (g) regulating and controlling road traffic and improving road safety.*

Chairperson Expertise

The position of Chairperson is one that requires considerable leadership skills with responsibility for ensuring that effective governance arrangements are in place and are adhered to in all aspects of the Policing Authority functions and objectives.

The Chairperson Designate of the Authority will have, or be able to demonstrate the capacity to quickly acquire, knowledge or experience of one or all of the following:-

- (a) policing matters and relevant legislation,
- (b) human rights and equality matters,
- (c) public sector administration and reform
- (d) board management and corporate governance.

It is expected that the main responsibilities of the role will include:

- Managing the Board
- Managing key relationships including with the Authority itself, the Minister and Department of Justice and Equality, the Garda Commissioner and An Garda Síochána, the Garda Síochána Inspectorate and the Garda Síochána Ombudsman Commission
- Ensuring a culture of continuous performance improvement in the Garda Síochána
- Ensuring best practice on compliance (by effective audit arrangements and compliance with key regulatory and reporting requirements).

Other competencies are shown at Appendix I.

In order to qualify for nomination a person must not have any conflicts of interest likely to interfere with his/her ability to play a full part on the Board.

How to Apply

- Anyone interested in being considered for nomination as a Chairperson should submit an application form via the following link: www.stateboards.ie together with detailed Curriculum Vitae and cover letter.
- If you are already registered on www.publicjobs.ie you can log in using your username and password.
- If you have not previously registered on www.publicjobs.ie you will need to register your details.
- You must go to “Choose a Job Category” on the left side of the screen.
- Click on “Membership of a State Board” and then click “Apply for this job”.
- Step 1 - Complete the Online Application Form. Most of this will be pre-filled from your registration profile.
- Step 2- Attach (a) - (b) listed below
 - (a) Curriculum Vitae
 - (b) A cover letter/personal statement outlining your suitability for this position.

By submitting an expression of interest the applicant accepts that appointments are made in the exercise of a statutory discretion, that the Government is not obliged to consider the expressions of interest offered, that it is not confined to recommending an appointment from amongst those who have expressed an interest and is not bound by any statement set out in this notice. Applications will be accepted up to **and including 17th October 2014**.

All expressions of interest will be treated in the strictest confidence and information will only be given to the appropriate personnel.

Potential applicants should be aware of the Code of Practice for the Governance of State Boards which is available at this link <http://per.gov.ie/wp-content/uploads/CODE-OF-PRACTICE-FOR-THE-GOVERNANCE-OF-STATE-BODIES-2009.pdf>

It should be noted however, that under revised Department of Public Expenditure and Reform arrangements, it is now a requirement that public servants:

- who sit on state boards in an ex officio capacity or on behalf of their parent Department/organisation or
- who may be nominated to such board positions independently of their public service employment
- should not be paid remuneration in the form of board fees when serving in such a representational capacity.

It should also be noted that Board members, including Chairperson, may voluntarily waive their right to any remuneration.

Appendix I

Common competencies for Chairpersons/Members of State Boards

Analytical Strategic Perspective

- An ability to take a broad future focused perspective on issues
- An ability to understand and anticipate the effect of environmental and economic issues on an organisation
- The ability to critically analyse information to identify the most relevant and critical issues

Integrity and a focus on Governance

- A strong sense of ethics and integrity
- Has a good understanding of what may constitute or be seen as a conflict of interests and acts to avoid or address issues of conflict of interest
- An appreciation of the state and the public as key stakeholders
- An understanding of good governance practices

Leadership & Teamwork

- The ability to lead and motivate a board
- An ability to work effectively with others as part of a team
- An ability to work with people with different perspective to identify common ground and mutually acceptable solutions to problems

Contribution and effort

- A clear focus on the responsibilities of their role as a board member
- A strong commitment on ensuring they add value and positively impact on the organisation

Communication

- The ability to communicate clearly orally and in writing

Financial literacy

- An ability to understand high level financial data
- An appreciation of budgets and good financial management practice.