

I am writing to give formal notification and confirmation of the proposed appointment of Jason Kenny as Chief Executive of the Office of the Police & Crime Commissioner, for Hampshire and the Isle of Wight.

The proposed salary is £92,000.

The candidate will be appointed on the Office of the Police & Crime Commissioner's terms and conditions which can be found here: <https://extra.hants.gov.uk/employee/policy-guidance>

Please find attached the criteria used to assess the suitability of the candidate for the appointment and how the candidate satisfies these criteria:

- Significant experience of operating in a senior leadership position

The nominee has been a policeman for thirty years, with experience in many areas of Hampshire Constabulary. In more recent years, he has held a variety of senior roles, including being responsible for districts (Fareham and Gosport, Portsmouth) within the two counties, for capabilities across the force in his role as Organisational Performance and Review Manager and acting as a police liaison to the Office of Police and Crime Commissioner..

- Evidence of developing and agreeing strategy, setting direction and creating a culture of accountability

As a district commander, the nominee has demonstrated his capacity to lead a team and to hold people accountable for their performance. A particular example was his response to a high profile violent assault in the Fareham and Gosport area, which had implications for how the police prioritise resources and respond to the intelligence picture they have.

- Leading and delivering performance at an organisational level, including through partnerships and collaborations

The nominee has been responsible for the force's performance strategy. This included during the peak of the COVID 19 period, when collaborative working with partners in the NHS, local authorities and others was essential in order to achieve results.

Managing organisational performance is inherently collaborative. While the constabulary is a single organisation, it has many components and management lines and to effect change requires partnership working.

- Evidence of successfully leading, developing and looking after people

As a district commander, the nominee was responsible for the day-to-day management of large numbers of officers. This included managing capabilities and performance and in managing the professional development and the competencies of a large number of officers.

- Challenging, innovating and leading change

The nominee cited his work redesigning custody arrangements to improve safety and performance. This was during the three years in which he worked in Criminal Justice and Custody.

- Leading and managing the activities of senior management teams

As a senior officer, the nominee had to lead a team of officers at various levels. He has taken on Gold responsibilities within the force, being responsible for managing whatever issues arise across the two counties. In his performance role, he has had to challenge senior officers, including through leading organisations inspections.

- An understanding of the policing and justice environment

The nominee has been a police officer for over 30 years. On the criminal justice side, he has had a significant role in the development and rollout of out-of-court disposals, which are providing fast track interventions for new entrants to the system.

- Managing relationships with key stakeholders in order to maximise influence

The nominee's role as the Organisational Performance and Review Manager for the constabulary is dependent on building influence to be able to effect change. As the District Commander with Portsmouth, he reached out to me and was very willing to work collaboratively to achieve the best possible outcomes for local communities.

- Strong financial management and planning skills, including producing effective business cases and proposals. Able to assess and evaluate business risk and take effective action in project delivery

Financial delegation within the constabulary is limited and this constrains the opportunities for officers to manage non-wage budgets. Nevertheless, the nominee was able to offer the example of his work on the establishment of a part of the Joint Operations Unit with Thames Valley that resulted in savings of £250,000.

Assessing and managing risk is at the centre of operational policing.

- Successfully managed large projects, programmes and budgets

With budget-driven projects being mostly lead by civilian staff, the opportunities to manage projects within the constabulary are limited. Nevertheless, the nominee has lead projects on behalf of the force, including in custody and the JOU.

- Commercial awareness and acumen and evidence of application

The nominee has a good awareness of the principles of finance and budgeting and is aware of the challenges in maximising the usage of estate and of managing the relationship with Thames Valley. He is excited by the opportunities that could arise if the government extends the Power of General Competence to PCCs.

Beyond the JOU example previously cited, the nominee has experience through chairing the Business Development and Fundraising committee of Gosport Citizens' Advice and through his Master of Public Administration study.

- Politically astute with a significant understanding of the political environment in which the PCC, partners, and other stakeholders where relevant operate

The nominee has acted as the Senior Police Liaison Officer to the Office of Police and Crime Commissioner, which is inherently a political environment. He has also been the District Commander for Portsmouth, during which time he worked with me on the then rapidly

growing rough sleeping issues that had become a major matter of public concern and that had not been seriously addressed previously. This involved challenge and at times disagreement, but ultimately resulted in a plan agreed between the constabulary and the local authority that resulted in an improved situation.

- Strong analytical thinking and problem solving skills. Able to analyse and present complex issues to individuals, small and large groups internally and externally

To some extent, this goes with the territory with any senior operational policing role. Beyond the example cited in respect of the previous capability, the nominee has had a major role in the equality and inclusion agenda, including through challenging the force over its use of Stop and Search and in the creation of the Men's Network.