

**POLICE AND CRIME PANEL FOR THE HUMBERSIDE AREA**

**INDEPENDENT CO-OPTED MEMBER**

**PERSON SPECIFICATION**

**1. QUALIFICATION**

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEASURED BY</b>
To work or be resident in the Humberside Police area	Yes		Application

**2. QUALITIES**

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEASURED BY</b>
To have an active involvement in a sector of the local community (e.g. Voluntary, Business)	Yes		Application
Independently minded	Yes		Interview
Ability to provide constructive challenge	Yes		Interview
A wish to serve the community	Yes		Interview
Willingness to engage with the community	Yes		Interview
Good judgement	Yes		Interview
Openness to change	Yes		Interview

**3. KNOWLEDGE**

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEASURED BY</b>
Knowledge of a particular group or sector of the community		Yes	Application / Interview
Knowledge/experience of community safety issues (e.g. Involvement in Victim Support)	Yes		Application / Interview

#### 4. SKILLS

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEASURED BY</b>
Strategic thinking	Yes		Interview
Analytical ability	Yes		Interview
Good communication skills	Yes		Interview
Computer literate		Yes	Application / Interview
Effective time management	Yes		Interview

#### 5. Others

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEASURED BY</b>
A personal commitment to high standards of probity, propriety and governance in line with the General Principles of Public Life	Yes		Application / Interview
Willingness to train	Yes		Application / Interview