



## Chief Constable Recruitment 2025

### Publication Strategy

#### Background

Cleveland Police and Crime Commissioner (PCC) commenced the recruitment process for a new Chief Constable on 16<sup>th</sup> April 2025.

The following table sets out the recruitment and selection timeline:

Date	Activity
16 April 2025	Recruitment window opens
29 April to 1 May 2025	Familiarisation opportunity – meeting with the PCC
11 May 2025	Closing date for applications
16 May 2025	Shortlisting of candidates
19 May – 30 May 2025	College of Policing personality testing
4 June 2025	Stakeholder and workforce panels
5 June 2025	Appointment Panel – Presentation and Interview
TBC	Police and Crime Panel Confirmation Hearing

#### Aim of the Publication Strategy

The aim of the publication strategy is to set out the process regarding how information relating to the Chief Constable recruitment will be proactively published in the interests of openness and transparency, to ensure a fair recruitment process and the timescales involved.

This strategy will be published on the PCC website where it can be accessed by staff, media, partners and the wider public.

## Freedom of Information Act

This publication strategy will enable the public authorities to use, when appropriate the exemption relating to the information intended for future publication (Section 22 Freedom of Information Act 2000).

## Information held and what we intend to publish

Some of the information that is presented below may be subject to exemption under the Freedom of Information Act 2000.

Category	Information	Publication Strategy
Recruitment Process	Recruitment pack including role profile, application process and other related information.	Previously published on the PCC website
Communication	Announcement of preferred candidate	Information will be published as soon as practicable following interviews on
Notification of Proposed Appointment	Report to the Police and Crime Panel including: - name of the candidate - criteria used to assess suitability - how the candidate satisfied those criteria - terms and conditions of appointment - panel members involved in the process	Information will be published in advance of the Police and Crime Panel Meeting scheduled for
Decision Notice	Formal Decision Notice including the Police and Crime Panels statutory report to the PCC and the PCCs statutory response	As soon as practicable, following the Police and Crime Panel meeting scheduled

## Reference

Throughout the recruitment process the Office of the Police and Crime Commissioner will engage with internal and external stakeholders, independent panel members and the College of Policing representatives in addition to following the below guidance:

[College of Policing Guidance for Appointing Chief Officers – February 2024](#)