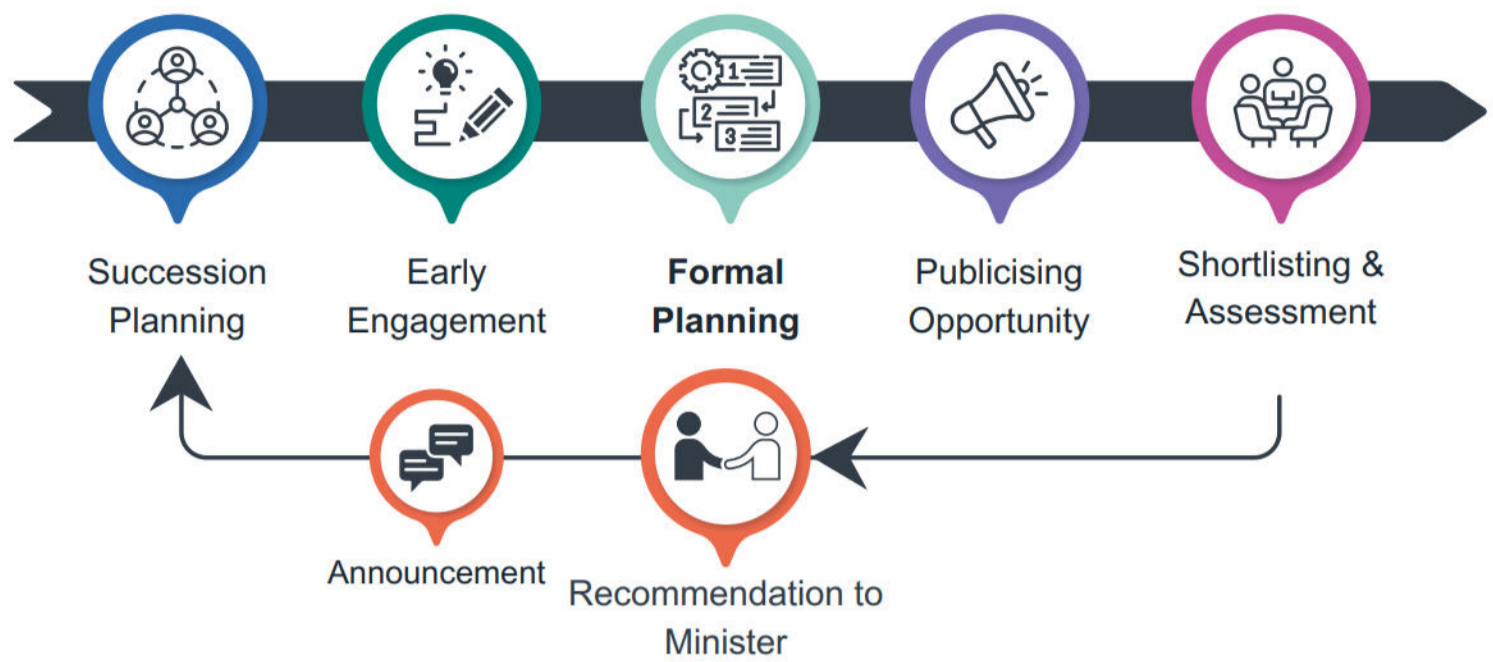


Where new ways of working have proved to be effective, good practice case studies can aid selection panels faced with similar circumstances – to use, learn, adapt and improve upon. Not every round will demonstrate good practice end to end, and instead we might observe ‘snapshots’ of good practice, where the panel have had a particular focus that has made a positive impact on the rest of the round. In some cases, these snapshots of good practice may have a clear and direct impact on the outcome of the round, and in other cases the activity might positively influence a particular phase of the round and those involved in the appointments process.



Planning is a key part of the public appointments process.

Ministerial requirements for the role will be discussed and the appointment plan is developed.

Covers topics such as role description, person specification and criteria, attraction strategy, application and assessment methods, key dates and timetabling. Other topics such as positive action and delegated assessment may also be discussed and agreed.

Opportunity for creativity, innovation and applicant focus.



Formal Planning

ACTIVITY AND OUTCOME

Strength of Panel

- Fully considered the needs of the board.
- Careful exploration of the the attraction and ask of applicants.
- Benefitted from the local knowledge of the board chair.
- Knowledge of the ESC’s representative.
- Contributions of the Sponsor Team and the SG’s Public Appointments Team.
- Effective discussion and teamwork as a panel.



Result: understanding operational context of body and its current needs, fully engaging with ministerial requirements and creating robust, accessible person specifications.

Operational Context and Timing

- Exploring the wider operating environment of the board to understand complexities of the role being advertised for.
- Understanding of external factors resulting in change for the body.
- Time for sufficient dialogue with the appointing minister to ensure their requirements were met.
- Ensuring complex criteria was made accessible to potential applicants.
- Designing the applicant pack with the applicant in mind.



Result: understand how applicants view body. Develop clear, inclusive criteria. Ensures requirements are met with opportunity for discourse with appointing minister. Applicant packs are clear, particularly when the body concerned is working within a challenging operational context or going through change.

Applicant Focussed

- Considering the perceptions of potential applicants about the body itself and what they needed to know.
- Considering how the publicity strategy could be designed with applicants and their needs in mind.
- Designing and streamlining the criteria for the roles with accessibility and support to applicants at the forefront of discussions.



Result: Anticipating applicant needs. Considered, accessible criteria and offers of support to encourage applications. Awareness of limitations to aid development of criteria with aim of widening applicant pool.