



**Minutes of Garda Appointments Quality
Assurance and Selection Governance
Committee**

Date: 13 April 2023

Venue: Remote Video Conference

Attendance:

Committee Members: Bryan Andrews (Chair), Moling Ryan, Valerie Judge

Executive: Helen Hall, Aoife Clabby, Sharon O'Brien, Clare Kelly, Ian Holland

1. Update on the 2023 Chief Superintendent Competition

A verbal update was provided to the Committee on the shortlisting stage of the 2023 Selection Competition for the rank of Chief Superintendent. There was a broad, wide-ranging discussion about the selection process, including some of the learnings and the reactions to date, following the introduction of some new measures, arising from the comprehensive review of competitions that had been conducted in 2022.

2. Proposed Approach to the 2023 Superintendent Competition

The Committee considered the proposed selection process for the 2023 Selection Competition for appointment to the rank of Superintendent.

Following the new approach adopted for the ongoing 2023 Chief Superintendent competition, the Committee agreed to propose to the Authority that the same approach would be adopted for the 2023 Superintendent Competition.

The Appointments Committee reviewed the competition process and the proposed timeline and agreed to recommend to the Authority the proposed selection competition process which would include the following steps:

- (a) Expressions of interest invited.
- (b) Eligible applicants invited to complete a Situational Judgment Test (SJT).
- (c) Candidates will be eliminated by the Authority with reference to the SJT results which will be provided by the SJT Service Provider, SHL.
- (d) Candidates who are successful in the SJT will be invited to submit an application form.
- (e) The Selection Board will assess sections A and B of the candidate's application form against the requirements for the Superintendent role set out in the Candidate Information Booklet, with reference to the following competencies:

- Breadth of Experience and Appreciation of the Policing Role; and
- Managing Operations and Delivering Results.

(f) Shortlisted candidates would be invited to interview, to include a presentation. A number of presentation topics would be identified and candidates would be questioned and scored on their presentation.

The Committee also reviewed and recommended for Authority approval the following competition documents, subject to their finalisation in line with any decision of the Authority:

- Draft Statement of Practice
- Draft Candidate Information Booklet
- Draft Application Form
- Draft Expressions of Interest Form

The Committee agreed to recommend the proposed approach to the Authority.

3. Update on the Competency Frameworks Project

A verbal update was provided to the Committee on the progress and current status of the competency frameworks project, including the internal and external stakeholder engagement currently in progress to enable job analysis of the three ranks - Superintendent, Chief Superintendent and Assistant Commissioner.

It was agreed that a meeting would be arranged with the Committee at which the service provider, The Performance Partnership, would provide a briefing on the project.

4. AOB

A date for the next committee meeting will be determined at a future date.