



Ministry
of Justice

The Right Honourable
Robert Buckland QC MP
Lord Chancellor & Secretary of
State for Justice

Sir Bob Neill MP
Chair of the Justice Committee
House of Commons
London
SW1A 0AA

19 May 2020

Dear Bob,

RECRUITMENT OF HER MAJESTY'S CHIEF INSPECTOR OF PRISONS

Thank you for your letter of 13 May. I am grateful to you and the Committee for considering our recruitment plans.

You have highlighted a concern that the requirement for candidates to have "A proven track record of driving forward cultural transformation in a relevant area such as rehabilitation or reducing reoffending", might limit the pool of applicants to those with experience in the prisons or probation sectors.

I fully accept what you say about the varied professional backgrounds of former Chief Inspectors who have served with distinction. The references to rehabilitation and reducing offending were illustrative and it was not my intention to seek to restrict the pool of applicants to those with a prison or probation background.

Having considered all comments received on the specification, I have, therefore, instructed officials to amend the essential criterion to:

- "An ability to drive forward cultural transformation"

And to amend the second desirable criterion to now read:

- "An understanding, or experience of the criminal justice and immigration system in the UK or comparable jurisdictions, or in a relevant area such as rehabilitation or reducing reoffending".

The full set of role criteria is attached at **Annex A**. The advert will be launched on 20 May and I will be pleased to keep the Committee informed on the progress of this campaign. Thank you again for your comments.

Yours ever

RT HON ROBERT BUCKLAND QC MP

Annex A

Essential criteria

- Outstanding leadership skills and experience, including successfully managing people, resources and finances, balanced against demanding workloads;
- Significant stakeholder management skills, highly developed inter-personal and communication skills, and a track record of collaborative working with a range of key stakeholders such as other Government Departments and inspectorates;
- A proven ability to handle the media along with the ability to deliver difficult and challenging messages;
- An ability to drive forward cultural transformation;
- An ability to process and interpret complex information and to offer well developed analytical reasoning to inform judgements based on evidence; and
- An ability to provide a strong insight into the health and educational needs of offenders, including those with additional needs and disabilities.

Desirable Criteria

The following criteria although not essential will also be taken into account by the selection panel:

- Additional relevant experience which is transferable to the running of a public body;
- An understanding, or experience, of the policy reform agenda, political and media landscape in which the Inspectorate works; and
- An understanding, or experience of the criminal justice and immigration system in the UK or comparable jurisdictions, or in a relevant area such as rehabilitation or reducing reoffending.