



Attorney
General's
Office

Rt Hon Suella Braverman QC MP
Attorney General

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Sir Bob Neill MP
Chair
Justice Select Committee
House of Commons
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01 June 2020

Dear Bob

Recruitment of Her Majesty's Chief Inspector of the Crown Prosecution Service

As per the Governance Code on Public Appointments and other supporting guidelines, I am writing to inform you of our plans to recruit the next Her Majesty's Chief Inspector of the Crown Prosecution Service (HMCICPS).

As you know, I am the Minister responsible for appointing the HMCICPS, a public appointment that is regulated by the Commissioner for Public Appointments and subject to pre-appointment scrutiny by the Justice Select Committee.

The term of the current HMCICPS, Kevin McGinty CBE, comes to an end on 31 March 2021. I attach the job description and role criteria that will be used to identify his successor. The post will be advertised on the Cabinet Office Public Appointments website.

I would be grateful if you could share any views you may have on the job description and role criteria by Monday 15 June. My officials will be in touch to agree a suitable date for the pre-appointment hearing.

*Yours sincerely
Suella Braverman*

RT HON SUELLA BRAVERMAN QC MP
ATTORNEY GENERAL

Location: 102 Petty France, London, SW1H 9GL or Foss House, York, YO1 7PX

Term of appointment: Four years

Time commitment: Full time

Remuneration: £125,000 per annum, based on a working week of 36 hours

Indicative timeline:

- | | |
|--------------------|-----------------------------|
| • June | Candidate search |
| • July - September | Advertise |
| • Mid-September | Sift |
| • Mid-October | Interviews |
| • End November | JSC Pre-Appointment Hearing |
| • December | Appointment confirmed |
| • 1 April 2021 | Appointment start date |

About Her Majesty's Chief Inspector of the Crown Prosecution Service

Her Majesty's Chief Inspector of the Crown Prosecution Service is a public appointment made by the Attorney General. The Chief Inspector is a statutory office holder and is supported by an inspectorate. The inspectorate provides independently assessed evidence about the operation, efficiency, and effectiveness of the public prosecutors (the Crown Prosecution Service (CPS) and the Serious Fraud Office (SFO)). This work assists the Law Officers in the exercise of their superintendence and sponsorship functions in relation to the public prosecutors; assists the Directors of the CPS and the SFO in the exercise of their functions; and provides assurance to Parliament and the public about the operation of the public prosecutors.

The Chief Inspector and the inspectorate may inspect other prosecuting authorities by invitation, such as the Service Prosecuting Authority and the Public Prosecution Service of Northern Ireland.

The Chief Inspector is accountable to the Attorney General; however the independence of the Chief Inspector and the inspectorate from the public prosecutors and the Government is of fundamental importance.

The inspectorate is a member of the Criminal Justice Joint Inspectorate (CJJI). The CJJI is a non-statutory mechanism which exists to support all four criminal justice inspectorates (of Constabulary, Fire and Rescue Services; the Crown Prosecution Service; Prisons; and Probation) in the exercise of their co-operation functions to prepare and deliver an annual joint inspection programme. This joint inspection programme allows the inspectorates to produce a rounded examination of issues that cut across the criminal justice system.

The inspectorate currently has approximately 30 staff with offices in London and York, and operates on a £3.1 million budget.

For more information about the organisation and its programme of inspections please see:

[[Annual Report](#) hyperlink]

[[Business Plan](#) hyperlink]

[[Protocol](#) hyperlink]

The role of the Chief Inspector

Accountable to the Attorney General, the Chief Inspector will have a proven ability to act with integrity, high levels of personal and professional conduct, judgement, and credibility.

The Chief Inspector will work to ensure that the inspectorate produces high-quality, evidence-based inspection reports which are used to inform the improvement and accountability of the public prosecutors. The Chief Inspector does not judge or enforce; they inform the public prosecutors' strategies and activities by presenting evidence of good practice and issues to address.

The Chief Inspector is responsible for:

- The leadership, management, and overall performance of the inspectorate;
- The development and delivery of independent inspection programmes and methodologies to assess the operation, efficiency, and effectiveness of the CPS and the SFO (and other prosecuting authorities as required);
- Ensuring that inspection methodologies and expectations remain up to date and in line with best practice;
- Overseeing the publication of inspection reports and representing these reports publicly and in the media as required;
- Maintaining HMCPSI's membership of and participation in the CJJI;
- Reporting to the Law Officers, giving evidence to Parliamentary Select Committees and corresponding with MPs as appropriate, drawing on evidence gathered during HMCPSI inspections;
- Accounting for the appropriate use of public resources in accordance with budgetary delegation arrangements.

Essential Criteria

Candidates will be able to demonstrate:

- Exceptional organisational leadership and ability to develop a strategic vision for an organisation;
- Robust financial management and experience of successfully balancing resource against competing priorities;
- Outstanding communication skills and an ability to handle the media, deliver difficult and challenging messages, and secure public confidence by demonstrating fairness, objectivity and transparency;
- An ability to be at ease with a variety of stakeholders including politicians, the staff of the public prosecutors and third sector organisations, to command the confidence of Ministers, and to build and maintain successful working relationships and partnerships with inspectorate partners to drive up the performance of the public prosecutors;
- An ability to process and interpret complex information and to offer well developed analytical reasoning to inform judgements based on evidence;
- An understanding or experience of the criminal justice system in the UK or comparable jurisdictions.
- Evidence of valuing and promoting diversity.

Desirable Criteria

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

- An understanding or experience of working in an inspectorate or regulator;
- An understanding or experience of the policy, political and media landscape in which the inspectorate works.