



Chief Executive Appointment Process

Candidates Survey

Further to the recent recruitment process for the appointment of the Council's Chief Executive, the Senior Recruitment Task and Finish Panel has requested feedback from the Appointment Committee, Candidates and the Council's Consultants. The survey includes the following sections; the terms of reference, the consultants, the assessment centre and the recruitment process.

The survey should take no more than ten minutes to complete but this will depend on the depth of your answers to the general questions. The information you provide will be treated in the strictest confidence and will inform the Council's review of senior management recruitment which is being carried out by the Task and Finish Panel. Please complete this survey by Monday 15 October 2012.

The Council's Consultants

1. The Council appointed GatenbySanderson to assist with the recruitment process. Please rate the following:

	Excellent	Good	Average	Below average	Poor	Not applicable
Overall performance of the Council's consultants	2	0	0	0	0	0
The support you received from the consultants	2	0	0	0	0	0
The documents you received from the consultants	0	2	0	0	0	0
The feedback you received from the consultants	1	1	0	0	0	0

If you would like to comment on the consultants, please do so below.

2

Assessment Centre

2. How appropriate did you feel the individual exercises were?

	Very appropriate	Appropriate	Partly appropriate	Not appropriate	Not applicable
Technical interview (short listing stage)	2	0	0	0	0
Meeting with the Leader and Deputy Leader	1	1	0	0	0
Psychometrics including feedback	1	1	0	0	0
Critical thinking exercise	2	0	0	0	0
Observed exercise (role play)	2	0	0	0	0
Interactive session (day 2)	1	1	0	0	0
Structured interview	2	0	0	0	0

Assessment Centre

3. In relation to the individual exercises, please rate how well they provided you with the opportunity to display your skills and abilities:

	Very appropriate	Appropriate	Partly appropriate	Not appropriate	Not applicable
Technical interview (short listing stage)	2	0	0	0	0
Meeting with the Leader and Deputy Leader	1	1	0	0	0
Psychometrics including feedback	1	1	0	0	0
Critical thinking exercise	2	0	0	0	0
Observed exercise (role play)	1	1	0	0	0
Interactive session (day 2)	1	1	0	0	0
Structured interview	1	1	0	0	0

If you would like to suggest improvements to the Assessment Centre or have any other comments please do so below.

1

Venue

4. The Council selected Gilwell Park as its venue for the Assessment Centre. Please rate the venue as follows:

	Excellent	Good	Average	Below average	Poor	Not applicable
As a guest at Gilwell Park	1	0	1	0	0	0
As a venue for the recruitment process	1	1	0	0	0	0

Comments on the venue.

1

Recruitment Process

5. Please rate the following:

	Excellent	Good	Average	Below average	Poor	Not applicable
Overall rating for the recruitment process	2	0	0	0	0	0

6. Do you have any other comments about the recruitment process that would be helpful to us?

1

7. Do you have any further personal reactions/comments to improve the recruitment process?

1

8. Any other comments?

2

Thank you very much for your time in completing the survey questionnaire