

Appointment of Professional Committee Members

1. Background

- 1.1 For a four week period ending 11 October 2023 we advertised six vacancies for Professional Committee Members via Asian Voice, Eastern Eye, Jewish Chronicle, Muslim News, The Guardian, The Times, The Voice website and the CNHC website..
- 1.2 An unprecedented number of 87 applications were received and 10 were shortlisted for interview on 9 and 10 November by a Panel comprised of AG, TW and Jon Levett, Chair of the Professional Committee.

2. Outcome

- 2.1 The successful applicants are as follows

- Alison McVitty
- Anthony Harrison
- Helen Wagner
- Kate Brian
- Michael Lupson
- Simon Jones

They join Jon Levett, Patricia Murch, Toyin Okitikpi and Wendy Harris.

3. Feedback from the Panel

- 3.1 The Panel thought it would help future recruitment processes if they provided the following feedback
 1. Limit number of applications - put sentence such as 'we reserve the right to close the recruitment if we receive a large number of applications' and have decided before hand what would be max number would want to shortlist
 2. Limit the amount people can write in each section. It will need to be in each box as clearly many applications didn't notice the 'succinctly' instruction - if it's not possible on the form then say any applications exceeding this word count will be rejected.
 3. Ask applicants to provide a one page cv which outlines the relevant roles they have had (say only accept one page c.v. any additional pages and application will be rejected)
 4. Ensure the guidance to applicants states that examples need to be provided for each skill.
 5. One applicant said she was surprised that no guidance was given on the interview and how to prepare. We are not too worried about that, but if the details of the interview panel were not provided then they should be.

4. Members' action

- 4.1 Members are asked to note the content of this paper.

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