



Suffolk Police and Crime Panel

Outcomes of Consideration of the Proposed Appointment of Chief Executive Officer to the Office of the Police and Crime Commissioner

On 2 December 2024, the Suffolk Police and Crime Panel held a Confirmation Hearing to consider the recommendation of the Police and Crime Commissioner (PCC) for Suffolk regarding the proposed appointment of Darren Horsman as Chief Executive Officer (CEO) to the PCC's office.

Eleven members of the 13-member Panel were in attendance at the meeting, as were Mr Horsman, the PCC, and three other members of the PCC's staff.

The Panel had previously received a written report from the PCC regarding the appointment process, alongside a comprehensive role profile and details of the suitability of the candidate for appointment. Copies of the report are available on the [Suffolk County Council website](#).

The PCC introduced Mr Horsman and outlined the vigorous recruitment process followed to fill this important role. The vacancy for the position of CEO had been widely advertised both locally and nationally, and 30 applications had been received from across the country. With advice from the Constabulary's Human Resources Team these had been reduced to 16 candidates, four of whom were invited to interview following the consideration of a shortlisting panel. The four shortlisted candidates attended a stakeholder panel including representatives from a number of partner organisations invited to advise the PCC, followed by a separate appointment panel.

The appointment panel's conclusions on how the selected candidate scored against the Competencies and Values Framework (CVF) were set out in the report, as well as how he met the eligibility criteria and person specification. Under the CVF Mr Horsman had clearly emerged with the best score.

Mr Horsman had 8 years of experience working at the Essex Office of the Police, Fire and Crime Commissioner (OPFCC), his current role being Strategic Head of Policy and Public Engagement and Deputy Monitoring Officer, as well as experience from earlier roles of operating strategically at a senior managerial level, and exposure to a police governance environment. The appointment panel had concluded unanimously that Mr Horsman should, subject to the usual pre-employment checks, be proposed for appointment as CEO to the PCC, and the PCC was delighted to endorse Mr Horsman to take on this role.

The Panel asked questions of the PCC in relation to the advertising of the role, changes to the role profile since it was last vacant, vetting requirements and timescales, as well as the diversity of applicants and how this might be increased in the future.

Mr Horsman was then invited to address the Panel, and outlined his experience to date which had brought him to this position. In his role at the Essex OPFCC he had worked on the Police, Fire and Crime Plan, performance framework, complaints, public engagement, partnership working, and governance amongst other priorities. He had worked closely with a number of partner organisations and saw partnership working as the key to the success of the PCC and his office. Mr Horsman's key priorities on taking up the role would be to assist in the delivery of the PCC's Police and Crime Plan, and to continue the implementation of good governance principles in scrutinising the Constabulary.

The Panel asked questions of Mr Horsman in relation to his experience and his priorities when starting the role, including public engagement, the difference in size between the Essex OPFCC and the Suffolk OPCC, and how he would advise the PCC on getting a better deal for Suffolk via the police funding formula.

The Chair thanked the PCC and Mr Horsman for their time in attending the meeting and their responses to the Panel, and congratulated Mr Horsman on his appointment.

The Decision of the Panel

The Panel agreed unanimously to recommend to the PCC that the candidate, Darren Horsman, be appointed to the role of Chief Executive Officer to the PCC.

The Panel also agreed to delegate to the Chair the preparation and publication of this formal report to the PCC on behalf of the Panel.

A copy of this report of the Panel will be placed on the County Council's [website](#).



Councillor Sarah Mansel
Chair of the Suffolk Police and Crime Panel

2 December 2024