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Sent: 29 July 2021 14:19
To: [Details supplied]

Subject: July Tynwald - Question 27 commitment
Attachments: Lieutenant Governor interview scoring.pdf; Interview scoring chart - second round.pdf
Follow Up Flag: Follow up
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Dear Mr President, Mr Speaker, Honourable Members

In my oral answer to Question 27 during the July 2021 Sitting of Tynwald, in a supplementary question Ms Edge asked if I would provide Honourable Members with the scoring matrix that was used in the recruitment of the Lieutenant Governor (Hansard Ref. 3385).

I have attached the documents relevant to this request which are the scoring tables used in both the first and second round of the interviews for the Lieutenant Governor. Each application was carefully considered against the person specification and requirements for the role and a score was given between 1-5 depending on how each applicant demonstrated how they met the requirements for the role.

I hope these will be helpful to Honourable Members.

Kind regards
Howard

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Lieutenant Governor interview scoring

Rating scale: 5 – Strong evidence; 4 – Good Evidence; 3 – Reasonable evidence; 2 – Some evidence; 1 – Insufficient evidence

Competencies and attributes				
<p>Relevant experience</p> <p>Has a distinguished record of Crown, Public or other relevant service at the highest level; has proven experience of working successfully with an overseas jurisdiction or agency.</p>				
<p>Interpersonal skills</p> <p>Is adept at relating to a range of individuals and groups from all walks of life; has excellent interpersonal skills and social warmth; demonstrates good oral and written communication skills; is a team player; is open-minded and sensitive to different ethnic and cultural backgrounds</p>				
<p>Social activity and awareness</p> <p>Demonstrates an interest in community affairs and the recognition of individual worth; is accomplished in championing good causes and charities; is supportive and encouraging of others to do their best; is fair-minded and without pomp or arrogance.</p>				

<p>Dignity and leadership</p> <p>Commands respect through authority and personal bearing; has great presence and dignity without arrogance; is calm and confident in any situation; is able to carry a high profile representative role; is skilled in chairing and hosting ceremonial, formal and informal events.</p>				
<p>Diplomacy and adaptability</p> <p>Is impartial; is observant; is tactful; is able to liaise appropriately and fairly between parties, recognising appropriate boundaries; can recognise and appreciate local political and societal realities; can work consultatively and co-operatively with external agencies etc.</p>				
<p>Judgement and organisation</p> <p>Has a proven record of effective decision making; is capable of assimilating facts and figures readily; is capable of adopting a flexible approach to issues using sound judgement and balanced reasoning.</p>				
<p>Total score (out of 30)</p>				

Signed:

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Date: Friday 26 March 2021

Interview scoring – second round

Rating scale:

5 – Strong evidence; 4 – Good Evidence; 3 – Reasonable evidence; 2 – Some evidence; 1 – Insufficient evidence

Interview questions		
<p>FIRST DEEMSTER</p> <p>What do you see as the biggest challenge facing the Isle of Man in the next five years and is there anything the Lieutenant Governor can do to help the Government to address it?</p> <p>What specific action would you and your wife take to improve the way in which the Lieutenant Governor is perceived by the Manx public – or is the current situation satisfactory?</p> <p>What is your favourite film?</p> <p>What – or who – makes you laugh?</p>		
<p>CHIEF MINISTER</p> <p>How would you work with the Isle of Man Government to promote and maintain international business to the Island?</p> <p>How do you see the relationship between the Chief Minister and the Lieutenant Governor working?</p> <p>'Uneasy lies the head that wears the crown'... What do you do to unwind after a stressful day?</p>		
<p>JUDGE OF APPEAL</p> <p>Please provide an example of how you have had to manage different cultural and political sensitivities.</p>		

<p>Can you tell us about a situation where it was necessary to change your preferred communication style in order to work effectively?</p> <p>If appointed, do you think it would be appropriate to reach out to the Island's business community and, if so, how would you do that?</p>		
<p>MR PRESIDENT</p> <p>Please provide an example of a time when you have anticipated and met the particular needs of a politician or senior figure on an important issue?</p> <p>Your application clearly shows your strengths and areas of achievement. What would you say was your greatest weakness?</p> <p>If you are unsuccessful in this application what will you do in future?</p> <p>(For Candidate) Your background is in military service, not the diplomatic service. For this role, do you think that matters?</p>		
<p>TOTAL (OUT OF 20)</p>		

Wednesday 31 March 2021