

Community Partnership Membership:

Recruitment and Selection Process

Introduction

The Theddlethorpe Working Group (TWG) vision for the membership of Community Partnership (CP) is:

- representative of the breadth of community opinion
- make it accessible to local communities
- to include key stakeholders
- to promote informed debate
- ensure no one voice dominates

In line with policy, members who must be included in the process and who will be on a CP include:

- Chairperson
- At least one rPLA. In this area there will be two:
Lincolnshire County Council and East Lindsey District Council
- Nuclear Waste Services (NWS)
- Representatives from community groups, organisations, and individuals. In the Working with Communities Policy (WWCP) these are known as Community Members.

Minimum membership requirement for CP launch

There is no minimum requirement with which a CP can form as long as the members required in the policy and at least one member from the Community has joined. The intention of the TWG is to equip the initial CP members with the expertise needed to start to develop a full membership and deliver its programme of work.

When will recruitment take place?

Recruitment is not limited to one point in time. As a result of natural changes to membership as people move on from their role, and the work the CP is being asked to do, recruitment across the life of the CP will be continuous.

The initial recruitment process will start in June 2022, with calls for new and additional members taking place on an ongoing basis, from then on.

The ambition is to have between 12 – 15 members in the Partnership.

How will potential members be identified?

The identification of potential candidates for Partnership membership can take place through recommendation, suggestions, and open processes (network promotion and advertising).

The TWG have approved a recruitment model where representative bodies for each sector of the CP will be asked to identify and put forward potential CP members.

However, all potential candidates, no matter how they are identified, must go through a selection process that involves the TWG Selection Panel.

Selection approach

Applicants will be required to state which sector they are interested in representing.

Each organisational representative and individual in joining the CP will be required to meet the selection criteria to the role, which will be included in the recruitment pack. Interested parties will be sent an application pack.

Please note, prospective candidates will be required to live or work in the area (the definition of living or working means to have lived or worked in the Search Area for at least 12 months).

All applicants will be required to complete the application form. The form has been designed to focus on skills, knowledge, and experience that the Partnership will need rather than qualifications and professional achievements.

Shortlisting against the criteria will take place and interviews with the TWG Selection Panel will take place after this.

Selection Panel

All candidates will be required to be interviewed by the TWG Selection Panel. This panel will consist of:

- Chairperson – Jon Collins
- NWS – Kate Atha
- rPLAs– representatives from LCC and ELDC

The panel will use the same process and criteria for all interviews.

Stakeholder Forums and co-optee opportunities

Because of the ambition to involve as many organisations and individuals as possible, the TWG have agreed that each sector within the CP structure will be supported by a sector-specific Stakeholder Forum.

Stakeholder Forums will work with its respective sector as a sounding board of wider expert opinion and deliver specific tasks.

Appointment to Stakeholder Forums will take place through the CP sector on the Partnership and organisations and individuals who are not successful in appointment to the core membership of the CP may be invited to join the associated Forum. This invitation will be a decision for the TWG Selection Panel, and a member of the panel would discuss these options directly with the candidate.

Stakeholder Forums established as part of the work of CP, will be specialist groups of people and organisations and will be developed to ensure local views and perspectives on specific issues and interests are fed into the CP process. More information about the Stakeholder Forums will be announced in the coming months.

The Partnership is striving to be as inclusive as possible. There is a risk that applications from individuals from seldom heard groups are not received. The TWG have recognised this and have made provision for non-voting co-optee appointments to the CP to be made.

Resources

The following resources have been produced to support the recruitment campaign and help people apply to become members:

- Recruitment Pack
- Application Form