



LONDON FIRE BRIGADE

Report title

Appointment of Grenfell Tower Special Advisor

Report to

Commissioner's Board
Deputy Mayor's Fire and Resilience Board
London Fire Commissioner

Date

23 November 2021
18 January 2022

Report by

Director for Transformation

Report number

LFC-0710

Protective marking: **OFFICIAL**

Publication status: Published with redactions

I agree the recommended decision below.

Andy Roe

London Fire Commissioner

Date

This report was signed
remotely on 25 May 2022

Executive Summary

This report follows Report LFC-0629x (attached as Appendix A) which recommends the re-appointment of Assistant Commissioner Andy Bell on a part time fixed term contract at TMG A grade following his retirement from the London Fire Brigade on 7 April 2022, having reached the 'normal pension age' set out in the Firefighters Pension Scheme (FPS) 1992.

A recruitment process to appoint a successful candidate to the role of Grenfell Tower Special Advisor commenced on Wednesday 9th March. The vacancy was advertised until Friday 18 March 2022 during this period Andy Bell submitted his application.

Utilising a selection criteria, it was deemed Mr Bell's application to be successful to invite him to interview for the role. The interview took place on Tuesday 22 March 2022, with the Director for Transformation and the Assistant Director of People Services sitting on the interview panel. With a score of 11/12 it was concluded that Mr Bell was successful with his application and the role offered to him on Wednesday 20 April 2022 to which he accepted, with an expected start date agreed of Monday 16th May 2022.

The appointment is recommended on the basis of public safety and the provision of ongoing and effective oversight of and support to the London Fire Commissioner's participation in the Grenfell Tower Inquiry and any future criminal proceedings.

Recommended decisions

For the London Fire Commissioner

That the London Fire Commissioner approves:

- a. A delegation to the Assistant Director People Services, in consultation with General Counsel, to negotiate, agree and extend the fixed term re-appointment of Assistant Commissioner Andy Bell to undertake the role of Grenfell Tower Special Advisor.
- b. Exempting this role from the restrictions of re-appointment in accordance with the tests set out in paragraph 6.9 of the Fire and Rescue National Framework for England.

Fire and Rescue Service National Framework for England

1. Paragraph 6.8 of the Framework sets out '*Fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time limited*'.
2. The proposed re-appointment is to an FRS role, is part time and does not involve a continuation of the previous operational duties undertaken by this principal officer. However, it is acknowledged that the majority of the managerial responsibilities in the previous role will continue to the proposed new part time fixed term. This report proceeds on the basis that paragraph 6.8 is relevant to the proposed new post.
3. Paragraph 6.9 sets out where exceptions to paragraph 6.8 might be justifiable and states; '*In the exceptional circumstance that a re-appointment is necessary in the interests of public safety, this decision should be subject to agreement by a public vote of the elected members of the fire and rescue authority, or a publicised decision by the appropriate elected representative of the fire and rescue authority, taking into account the legislative requirements of PCC FRA Chief Fire Officer appointment procedures. The reason why the re-appointment was necessary in the interests of public safety, and alternative approaches were deemed not appropriate, must be published and the principal fire officer's pension must be abated until they cease to be employed by a fire and rescue authority*'.
4. It is recommended that the LFC, on the basis of the information contained in paragraphs 1 to 11 of report LFC-0629x, concludes that this is an exceptional circumstance whereby re-appointment of a retired principal officer to the role of Grenfell Tower Special Advisor on a time limited basis is justified in the interests of public safety.

Appointment to proposed role

5. The functions of the role and the experience, knowledge and skills required are set out in the job description and person specification attached as Appendix B. In particular the knowledge and experience are clearly unique to the Grenfell Tower fire and the subsequent investigations / proceedings established after the fire.

Proposed terms and conditions

6. All terms and conditions related to the appointment of the role remain as stated in report LFC-0629x

List of Appendices

Appendix	Title	Protective Marking
A.	Report LFC0629x	OFFICIAL
B.	Grenfell Tower Special Advisor Job Description and Person Specification	None



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Appointment of Grenfell Tower Special Advisor

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Date

23 November 2021

Report by

Director for Transformation

Report number

LFC-0629x

Protective marking: **OFFICIAL**

Publication status: Published with redactions

If redacting, give reason: Confidential personal information

Executive Summary

This report recommends the re-appointment of Assistant Commissioner Andy Bell on a part time fixed term contract at TMG A grade following his retirement from the London Fire Brigade on 7 April 2022, having reached the 'normal pension age' set out in the Firefighters Pension Scheme (FPS) 1992.

The appointment is recommended on the basis of public safety and the provision of ongoing and effective oversight of and support to the London Fire Commissioner's participation in the Grenfell Tower Inquiry and any future criminal proceedings.

The Assistant Commissioner who is the subject of this report took no part in this meeting and was not present for the discussion of and decision on this report.

Recommended decisions

For the Deputy Mayor

That the Deputy Mayor considers this report.

For the London Fire Commissioner

That the London Fire Commissioner approves:

- a. A delegation to the Assistant Director People Services, in consultation with General Counsel, to negotiate, agree and extend the fixed term re-appointment of Assistant Commissioner Andy Bell to undertake the role of Grenfell Tower Special Advisor.
- b. Exempting this role from the restrictions of re-appointment in accordance with the tests set out in paragraph 6.9 of the Fire and Rescue National Framework for England.

- c. Exempting this role from an open recruitment competition.

Introduction and Background

1. The Grenfell Tower fire was the most significant and catastrophic residential high-rise fire event in London (or nationwide) since at least the second world war. It is an event from which a vast amount of learning must be achieved on a range of issues including operational fire-fighting in high rise buildings, the handling of FSG information, the development of evacuation procedures, the gathering of critical risk information in the built environment and the use of fire brigade equipment and communications systems.
2. The ongoing public inquiry into the Grenfell Tower fire has, and continues to, place the LFB under the microscope. In phase 1 of the Inquiry more than 80 LFB staff gave live evidence and in phase 2 a further significant number of witnesses in modules 2,4,5 and 6 with anticipated involvement in module 8 (the module which will address the coronial function of the Inquiry). All of the issues addressed by the Inquiry and the evidence adduced is critical to matters of public safety.
3. Shortly after the fire and prior to the commencement the Inquiry in March 2018, Deputy Assistant Commissioner (Assistant Commissioner since April 2019) Andy Bell was appointed to lead the Grenfell Tower Investigation and Review Team (GTIRT) team to conduct an in-depth analysis of the night of the fire.
4. This investigation has involved the creation of many reports including seven volumes of material which provided a minute-by-minute account of the first seven hours of the incident. That material was of crucial importance to the Inquiry and it informed the contents of the Phase 1 report to a very significant extent.
5. During Phase 1 of the Inquiry, he was closely involved in the facilitation of the Brigade's evidence to the Inquiry. Subsequently he produced reports making recommendations to the LFC based upon his knowledge and findings from the fire and upon broader issues of LFB policy and training. Since late 2019, he has been responsible for monitoring and assuring the progress in addressing the recommendations of the Inquiry and his own recommendations to the LFC.
6. Assistant Commissioner Bell also acts as the legal 'client' on behalf of the LFC, providing instructions to General Counsel's Department to act on his behalf in respect of participation in the Grenfell Tower Inquiry and any criminal proceedings. He also acts as the principal source of advice on operational matters to General Counsel's Department and those lawyers engaged to act for former employees of the LFC.
7. The Inquiry hearings will continue well into 2022 (to at least the summer and possibly longer). It will be followed by the need to address Rule 13 Notices (issued by the Inquiry in advance of the publication of its Phase 2 report) which will address potential criticisms of the LFB and its officers. Matters relating to Rule 13 of the Inquiry Rules 2006 and the publication of the Phase 2 report are unlikely to be resolved until mid-2023.
8. In addition, he has been the Brigade's principal liaison with the police investigation (Operation Northleigh) since June 2017, which is largely concerned with matters of public health and safety which will continue well into 2023, as it cannot be concluded until sometime after the publication of Inquiry's Phase 2 report.

9. Following conclusion of the criminal investigation, the Crown Prosecution Service will consider all charges relating to the Grenfell Tower fire, including charges that may be brought against the LFB and its officers. Any announcement relating to charges is unlikely to take place until 2024.
10. Assistant Commissioner Bell has announced his intention to retire from the LFB in April 2022 on reaching the 'normal pension age' set out in the Firefighters Pension Scheme 1992, of which he is still a member until 31 March 2022. However, he has expressed a willingness to continue to support the LFB through to the end of the Grenfell Tower Inquiry, the conclusion of the criminal investigation and the resolution any subsequent proceedings.
11. It is considered that his continued involvement in the Inquiry process and criminal proceedings is essential to the Brigade's operational learning process which, in turn, is essential to local and national interests of public safety. If he were not to be able to continue in that role (beyond his retirement) it would result in the unique loss of knowledge and expertise which he has gained over four years and would be highly detrimental to public safety.
12. Additionally, the criminal proceedings will involve consideration of public safety in that the operational learning and changes that the Brigade has made post Grenfell will likely be considered by the prosecuting authority when considering whether there exists a public interest in initiating a prosecution.

Alternative Options Considered and Consultation

13. The alternative approaches to re-appointment that have been considered are an open competition for a replacement with the necessary knowledge, skills and experience, or to train a new officer to take on the role following Assistant Commissioner Bell's retirement as an operational officer.
14. As detailed in paragraphs 24 and 25, it is considered highly unlikely that it would be possible to recruit an individual with the very specific corporate knowledge around the Grenfell Tower fire or the organisational learning derived from it.
15. An alternative approach of training another existing officer is considered to be problematic, noting that Assistant Commissioner Bell has had a full time involvement in Grenfell Tower matters, including the identification of organisational learning and the application of that learning for over four years.

Objectives and Expected Outcomes

16. This report seeks a decision from the London Fire Commissioner following consultation with the Deputy Mayor, which enables the re-employment of a retiring Assistant Commissioner to a fixed term TMG A role.
17. The Commissioner's Board is asked to consider the proposal contained in this report as the proposal requires the LFC to justify exceptional circumstances exist and the proposal is necessary in the interests of public safety, to meet requirements relating to the re-employment of principal officers as set out in the National Framework.
18. It is also considered that his continued involvement in the Inquiry process and criminal proceedings is essential to the Brigade's operational learning process which, in turn, is essential to local and national interests of public safety. If he were not to be able to continue in that role

(beyond his retirement) it would result in the unique loss of knowledge and expertise which he has gained over four years and would be highly detrimental to public safety.

19. The appointment of Assistant Commissioner Bell to the proposed role will enable a consistent level of support to legal teams engaged to act for the LFC in regard to the Grenfell Tower Inquiry and any criminal proceedings.
20. Similarly, it is considered that the effective working relationships established with the Inquiry and Operation Northleigh, derived from four years of collaborative working, can be maintained.

Fire and Rescue Service National Framework for England

21. Paragraph 6.8 of the Framework sets out '*Fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time limited*'.
22. The proposed re-appointment is to an FRS role, is part time and does not involve a continuation of the previous operational duties undertaken by this principal officer. However, it is acknowledged that the majority of the managerial responsibilities in the previous role will continue to the proposed new part time fixed term. This report proceeds on the basis that paragraph 6.8 is relevant to the proposed new post.
23. Paragraph 6.9 sets out where exceptions to paragraph 6.8 might be justifiable and states; '*In the exceptional circumstance that a re-appointment is necessary in the interests of public safety, this decision should be subject to agreement by a public vote of the elected members of the fire and rescue authority, or a publicised decision by the appropriate elected representative of the fire and rescue authority, taking into account the legislative requirements of PCC FRA Chief Fire Officer appointment procedures. The reason why the re-appointment was necessary in the interests of public safety, and alternative approaches were deemed not appropriate, must be published and the principal fire officer's pension must be abated until they cease to be employed by a fire and rescue authority*'.
24. It is recommended that the LFC, on the basis of the information contained in paragraphs 1 to 11 of this report, concludes that this is an exceptional circumstance whereby re-appointment of a retired principal officer to the role of Grenfell Tower Special Advisor on a time limited basis is justified in the interests of public safety.

Appointment to proposed role

25. The functions of the role and the experience, knowledge and skills required are set out in the job description and person specification attached as Appendix A. In particular the knowledge and experience are clearly unique to the Grenfell Tower fire and the subsequent investigations / proceedings established after the fire.
26. Such is the required knowledge and experience; it is not considered feasible that any individual other than Assistant Commissioner Bell has the required attributes. Therefore, to avoid expending time and resources on a recruitment process and in contemplation of the reasoning set out in regard to the exemption from the National Framework above, the LFC is recommended to approve the appointment of Assistant Commissioner Bell to the role of Grenfell Tower Special

Advisor, without competition, with re-employment to commence as soon as possible on or after 8 May 2022.

Proposed terms and conditions

26. The Grenfell Tower Special Advisor role will be established on a two-year fixed term basis to align with the expected timescales of the Inquiry and the completion of the criminal investigation, with an option to extend, by mutual agreement, for up to a further two years to align with conclusion of any resulting criminal proceedings brought against the Brigade. Any extension to the initial fixed term will be terminable by one months' notice.
27. The grade for the role is proposed at TMG A the FRS equivalent to the operational Assistant Commissioner grade. Organisationally, the role will be established within the Transformation Directorate with line management provided by the Director for Transformation. A specific job description and person specification for the role has been developed and attached as Appendix A.
28. This role and the associated costs has been included in the budget submission provided by the Director for Transformation.

[REDACTED]

[REDACTED]

31. The Commissioner's Policy 821 - Pay policy statement 2021/22 sets out at paragraph 9 how the Commissioner will approach any potential abatement issues, specifically this policy states at paragraph 9.1 that, "LFC's policy is to abate an employee's pension where the scheme rules provide for it, where the employee is a pensioner of the LFC and the combined remuneration from pay and pension exceeds the final pensionable salary of the employee." This policy will be applied to any re-appointment as set out in this report.

Equality Impact

32. The Public Sector Equality Duty requires us, in the exercise of all LFC functions (i.e. everything the LFC does), to have due regard to the need to:
 - a. Eliminate discrimination, harassment and victimisation and other prohibited conduct.
 - b. Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
 - c. Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

33. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a. remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
 - b. take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
 - c. encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
34. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
35. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard to the need to:
 - a. tackle prejudice, and
 - b. promote understanding.
36. An Equality Impact Assessment (EIA) has not been undertaken.
37. An EIA was not required because the proposal is accepted as having a negative impact on the LFC's equalities duties by not providing an opportunity for advancement to staff members with protected characteristics.
38. This report sets out that the negative impact is mitigated by reason of the time limited nature of the appointment.

Procurement and Sustainability

39. The proposal recommended in this report has no procurement or sustainability impacts.

Strategic Drivers

40. The Brigade has a statutory duty to review its own performance and investigate safety events under health and safety legislation. The GTIRT investigation headed by Assistant Commissioner Bell has fulfilled that duty since July 2017.
41. The Brigade, as a public sector body, has a duty of candour which is relevant to its ongoing participation in the Grenfell Tower Inquiry and the continuing criminal investigation. The proposed role set out in this report contributes to fulfilling that duty of candour through oversight of documentation and information disclosed to the Inquiry and Operation Northleigh.
42. The Transformation Delivery Plan has a number of actions related to addressing organisational learning arising from the Grenfell Tower fire and addressing the recommendations set out in the Grenfell Tower Inquiry Phase 1 report. The Inquiry's Phase 2 report is likely to include further recommendations having an impact on the Brigade and its operations.

Workforce Impact

43. The retirement of Assistant Commissioner Bell will provide the opportunity to fill the resulting vacancy and the creation of the proposed post has no impact on the operational establishment of the Brigade. Any impact in the non-operational establishment will be time limited.
44. The proposed is a fixed term post established for a specific purpose and will dis-established once the Grenfell Tower Inquiry, the criminal investigation and any resulting criminal proceedings have concluded.
45. There has been no consultation with staff side due to the personal information involved.

Finance comments

46. As set out under paragraph 29 of the report, the role will incur an additional expense to the Brigade of £54,400. The expenditure was included as part of the Transformation growth bid totalling £1.458m in 2022/23 as part of the Medium-Term Financial Strategy 2022/23 - 25. If this is not formally accepted, then this would need to be funded from elsewhere.
47. A further decision would need to be taken if additional hours were to be worked resulting in additional costs to identify where these would be funded from.

Legal comments

48. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office.
49. Section 1 of the Fire and Rescue Services Act 2004 states that the Commissioner is the fire and rescue authority for Greater London.
50. When carrying out its functions, the Commissioner, as the fire and rescue authority for Greater London, is required to have regard to the Fire and Rescue National Framework prepared by the Secretary of State (the Framework) (Fire and Rescue Service Act 2004, section 21).
51. To have regard does not mean to follow slavishly, if the Commissioner wishes to depart from the Framework it may, but it must show a good reason to do so. The Courts have consistently suggested that Government guidance issued under statute, as is the case here, should be given 'great weight' and should be considered 'with great care, and from which it should depart only if it has cogent reasons for doing so'. The reasoning behind any decision to depart from the framework should also be 'spelled out clearly, logically and convincingly' (*R (Munjaz) v Mersey Care NHS Trust* [2006] 2 AC 148).
52. The Framework states at para 6 that:

"6.8 Fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time limited..."

6.11 While the above requirements only extend to principal fire officers, we expect fire and rescue authorities to have regard to this principle when re-appointing at any level."

53. This position is reflected in para 10 of the Brigade's Pay policy statement 2021/22 (Policy 821) which states that:

"The LFC endorses the Home Office's policy position which is included in the Fire and Rescue National Framework (May 2018), i.e. fire and rescue authorities must not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in exceptional circumstances when such a decision is necessary in the interests of public safety. Any such appointment must be transparent, justifiable and time-limited..."

54. This report sets out the proposed grounds for applying the 'public safety' exemption to the general rule against re-appointment of fire officers. If the Commissioner is content that the rationale is made out, then the exemption may be applied and Policy 821 and the Framework departed from in this instance. This report sets out in detail the reasons for departing from Policy 821 and the Framework and is clear, logical and provides cogent reasoning. Therefore, a legal basis exists to depart from the Framework if the Commissioner, having considered all the relevant factors, is minded to do so.
55. Additionally, the Commissioner normally requires that all roles are open to competition, this is set out at para 10.3 of Policy 821, which states, "... to ensure greater fairness and the exchange of talent and ideas, all principal fire officer posts must be open to competition nationally, and fire and rescue authorities must take account of this in their workforce planning, and that fire and rescue authorities are expected to have regard to this principle when re-appointing at any rank." As AC Bell will be retiring, and claiming a pension, it is not possible to assimilate him directly into the new TMG A role proposed in this report. Therefore, to appoint him directly to the role it is proposed in this report that this role be exempted from the normal position in Policy and the Framework in regard to national competition and permission is granted for the role to be allocated without competition. This report sets out in detail the reasons for departing from Policy 821 and the Framework and is clear, logical and provides cogent reasoning. Therefore, a legal basis exists to depart from the Framework if the Commissioner, having considered all the relevant factors, is minded to do so.
56. Additionally, by direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Fire and Resilience (the "Deputy Mayor").
57. Paragraph 3.1 of Part 3 of the said direction requires the Commissioner to consult with the Deputy Mayor as far as practicable in the circumstances before a decision is taken on (inter alia) any "[c] decision that can be reasonably considered to be novel, contentious or repercussive in nature, irrespective of the monetary value of the decision involved (which may be nil)".
58. The subject of this report is likely to be considered to be novel, contentious or repercussive in nature as it seeks exemptions from the Framework, therefore consultation with the Deputy Mayor is required.
59. The Assistant Commissioner, who is the subject of this report, took no part in the Commissioner's Board meeting where this report was discussed and will not be involved in the final LFC decision.
60. The report has been redacted as it contains personal information. Such exemptions under section 40 of the Freedom of Information Act last for the lifetime of the data subject.

List of Appendices

Appendix	Title	Protective Marking
A.	Grenfell Tower Special Advisor Job Description and Person Specification	None

Our vision – To be a world class fire and rescue service for London, Londoners and visitors.

JOB TITLE: Grenfell Tower Specialist Advisor
EMPLOYER: London Fire Commissioner
GRADE: TMG – Tier A
DIRECTORATE: Transformation
SECTION: Senior Leadership Team
LOCATION: London Fire Brigade Headquarters, 169 Union Street, SE1
RESPONSIBILITY FOR: None

How this job contributes to our vision.

By providing strategic oversight, advice and support to the LFC's participation in the Grenfell Tower Inquiry, preparations for any future criminal proceedings, together with oversight and assurance in relation to improvement actions implemented in response to organisational learning.

MAIN DUTIES AND RESPONSIBILITIES

Strategic Support

1. Provide high level strategic advice and support to the London Fire Commissioner, Directors, and Heads of Service as required.
2. Maintain a strategic overview of the emerging criminal and Grenfell Tower Inquiry issues and advise the Brigade on its preparation for supporting and responding to these.
3. Act as the legal 'client' on behalf of the London Fire Commissioner providing instructions, through the General Counsel's department, to appointed legal teams.
4. Provide support and advice to external barristers acting on behalf of the LFC in regard to the Grenfell Tower Inquiry and criminal proceedings.
5. Maintain oversight of the Brigade's improvement activities to address organisational learning relevant to the Grenfell Tower fire.
6. Contribute to assuring the completion and effectiveness of improvement actions implemented by the Brigade in response to organisation learning.
7. Provide support and advice to external lawyers acting on behalf of former and retired employees.
8. Act as the principal source of advice on operational matters to the General Counsel's department and external lawyers.
9. Support internal and external lawyers with the development of corporate positions in response to issues identified by the Grenfell Tower Inquiry and its appointed experts.
10. Assist with responses to any corporate or individual criticisms identified within the Grenfell Tower Inquiry Rule 13 process.

11. Be prepared and able to provide written and oral evidence to the Grenfell Tower Inquiry as required.
12. Act as the principal strategic point of contact with the Senior Investigating Officer for Operation Northleigh.
13. Provide support to solicitors (Kingsley Napley) appointed by the LFC in respect of criminal proceedings with the development of any statement under caution and preparation of any individual undertaking an interview under caution on behalf of the corporation sole.
14. Provide support and advice to the London Fire Commissioner in conjunction with Kingsley Napley in respect of preparing for any voluntary witness statement or significant witness interview.
15. Support preparations for any criminal proceedings brought by the Crown Prosecution Service against the London Fire Commissioner or its employees.
16. Examine the key information, lessons learnt and issues arising from the Grenfell Tower Inquiry, Operation Northleigh and the Brigade's internal investigation to ensure they are captured and considered by the appropriate Heads of Service and/or operational improvement governance structures.
17. Using established personal credibility provide timely and authoritative advice and support to professional and political stakeholders.
18. Chair the monthly Grenfell Tower Strategic Group meeting with the LFC, Directors, General Counsel and external lawyers.
19. Attend legal conferences remotely or in person as required, and chair as necessary.
20. Deputise for the Director for Transformation as required.

Communications

21. Establish and maintain effective working relationships with political stakeholders and LFB staff at all levels.
22. Maintain effective working relationships with legal teams engaged to support the LFC in respect of the Grenfell Tower Inquiry, criminal and civil proceedings.
23. Build and maintain relationships and networks with a diverse range of stakeholders on complex and potentially challenging issues relating to the Grenfell Tower fire.
24. Periodically produce appropriate reports and updates for the London Fire Commissioner, the Grenfell Tower Inquiry and political stakeholders, as required.
25. Influence and impact, both internally and externally, to achieve the desired outcomes relating to the Grenfell Tower fire and the subsequent investigations.
26. Attend meetings as required by the London Fire Commissioner relating to the Grenfell Tower fire or the subsequent improvements being made by the organisation.

Note: In addition to the duties set out above, undertake additional duties as necessary to meet the needs of the London Fire Commissioner; such duties to be commensurate with the responsibilities and grading of the post.

SELECTION CRITERIA: Specialist Advisor

EXPERIENCE

1. Experience of managing major investigations and the issues that arise as a result of external scrutiny of the Brigade's performance at a Major Incident.
2. Experience of giving evidence at a major inquiry or inquest.
3. Proven track record of giving high level professional advice on complex and sensitive issues at a strategic level and to politicians.
4. Proven track record of engaging with and supporting legal teams in relation to public inquiries and criminal proceedings.
5. Proven track record of professional and personal integrity, sound judgement and an honest and ethical approach.
6. Experience of supporting the development of corporate positions, opening and closing statements.
7. Experience of supporting the preparation of corporate witnesses.
8. Knowledge of the Brigade's Protective Marking Policy and experience of working with confidential material and sensitive personal data.

SKILLS

9. Strong strategic leadership and management skills with an ability to propose and evaluate options to influence others.
10. Well-developed analytical and problem solving skills and an ability to devise creative solutions to complex issues and problems.
11. Effective influencing and communicating skills through clear and persuasive oral, written and personal presentations.
12. An ability to engender maximum trust and confidence through the highest level of personal and professional integrity
13. Effective written communication skills with the ability to draft correspondence and reports for the Brigade's Top Management Group and political stakeholders.
14. Effective verbal communication skills with the ability to interface with strategic leaders in the fire sector, external agencies and politicians.

KNOWLEDGE

15. A comprehensive understanding of, and commitment to, Health and Safety and Equality issues, and the ways in which best practice could be implemented within the duties of the post.
16. In depth knowledge of the Brigade's political governance and organisational structures.

17. A high level of knowledge in relation to public inquiry and criminal investigation processes.

Date: 25 October 2021