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**Core Services Directorate**  
Legal Services – BU17  
Garry Kirk, Service Director

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By email to:  
Linsey Preston  
request-739416-  
7f8aa30a@whatdotheyknow.com

My Ref: FOI/2213  
Your Ref:  
Date: 19 April 2021  
Enquiries to: Information Requests  
Direct Dial: 01226 77 5759  
E-Mail: [informationrequests@barnsley.gov.uk](mailto:informationrequests@barnsley.gov.uk)

Dear Linsey,

**Re: Request for Information – Freedom of Information Act 2000**

I wish to confirm that the Core Services Directorate has now completed its search for the information which you requested by e-mail on 23 March 2021.

Your questions and my findings are as follows:-

**Please inform me what questions were used in the interview for the Monitoring Officer OR Head of Legal OR Deputy Head of Legal roles (OR similar senior legal roles within the Council).**

From the posts described we most recently recruited to the post of Head of Legal Services, which reports to the Legal Service Director.

The questions asked were:

1. What makes you a strategic thinker?
2. Choose three words or qualities that describe your leadership style and why - explain their importance?
3. Describe what you consider to be the strategic and operational core purposes of an in-house legal service within a Council
4. We're an ambitious Council with a fast pace of delivery and high expectations. How will you ensure your teams work with other services to achieve timely results whilst ensuring quality legal standards are maintained?
5. Choose 3 different operational areas of a unitary authority and briefly particularise what the Legal Service's offer to them would need to incorporate to assist them in achieving their objectives?
6. How would you successfully conduct performance management across Legal Services?
7. Can you describe how you have negotiated with and influenced key stakeholders when leading a significant change programme across a Legal Service?
8. Describe a complex and challenging legal issue that you have had to deal with, its outcome, and the significance and implications to the Council.

9. What's your view on how best to support the Council to achieve its commercial property ambition?
10. Due to the lack of financial investment in Council Services, we must consider alternatives for additional income streams and trading opportunities – where will you begin?
11. If appointed, what do you aim to achieve over the next 6 months and how will you measure this?
12. What support and development would you need to be successful in this role?

**Please inform me of the guided/model answers for the above interview?**

We did not have 'model answers'. Each interviewer had informally noted some broad points of reference to loosely frame the assessment of answers having regard to the candidate's individual skills and experience.

**Please inform me about what the interview comprised i.e. interview and presentation? psychometric testing?**

Interview only.

**Was an external organisation instructed to carry out the above process?**

No.

If you have any queries about this letter, please contact Information Requests on (01226) 77 5759. Please remember to quote the reference number above in any future communications.

If you are unhappy with the way the Directorate has handled your request, you may ask for an internal review. Please clearly mark your correspondence 'Complaint' and address it to:

Barnsley MBC  
Customer Feedback and Improvement Team  
PO Box 634  
Barnsley  
S70 9GG  
[email:informationrequests@barnsley.gov.uk](mailto:informationrequests@barnsley.gov.uk)

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:-

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**PO Box 634, Barnsley, South Yorkshire S70 9GG**

Customer Services Team  
Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
website address: [www.ico.org.uk](http://www.ico.org.uk)

Yours sincerely



Garry Kirk  
Service Director – Legal Services

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