



**Police & Crime
Commissioner**
FOR HERTFORDSHIRE

Cllr Alexander Curtis
Chairman, Hertfordshire Police & Crime Panel
c/o Broxbourne Borough Council
Bishop's College
Churchgate
Cheshunt
EN8 9XQ

28th October 2024

Dear Cllr Curtis

Notification of proposed appointment – Interim Chief Executive

In accordance with Schedule 1 of the Police Reform & Social Responsibility Act 2011, I am writing to notify the Police & Crime Panel of a proposed appointment for the position of Interim Chief Executive.

I am very grateful to the Panel for accommodating a confirmation hearing at its meeting on 7th November. The appointment would be subject to me considering the recommendation of the Panel, as well as satisfactory vetting and references.

I will provide a full report to the Panel to satisfy the requirements of legislation in order to assist the Panel in considering my proposed appointment. The recruitment process was based on open competition, supported by a senior HR advisor external to my office.

My proposed candidate is Mr Rafal Hejne.

Mr Hejne performed very strongly at interview and has significant experience as an interim director in local government with a particular background in change management, transformation, organisational development and digital innovation.

Mr Hejne matches the requirements that I identified in the job description and will provide my office with strong leadership to consider new ways of working and support me to discharge my statutory duties and deliver for the communities of Hertfordshire.

I look forward to introducing Mr Hejne to the Panel.

Yours sincerely

Jonathan Ash-Edwards
Police and Crime Commissioner for Hertfordshire