

**From:** [REDACTED]  
**To:** [Simon Dennis](#); [Andy Marsh](#)  
**Cc:** [Zoe Metcalfe](#); [REDACTED]  
**Subject:** RE: Chief Constable - North Yorkshire - Forthcoming Vacancy  
**Date:** 03 October 2023 20:31:16  
**Attachments:** [image002.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)

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Hi Simon

Not at all, we were very happy to meet with you and glad we were able to help Zoe arrive at her decision. Not an easy one to take and none of the options were without their pros and cons. Now the decision has been made we'll be very happy to support you in every way we can to help you recruit the next chief constable for North Yorkshire Police, just let us know how we can help you.

For personal reasons I might not be around this week reliably, so I have copied in my colleague [REDACTED] who works with me supporting chief officer appointments, he is very experienced in senior leadership selection and recently led our support for the Durham chief constable appointment process. If you can't get an immediate response from me, please reach out to [REDACTED] and he will be able to help you.

Thanks and best wishes

[REDACTED]

[REDACTED]  
Senior Psychologist  
Occupational psychology

**E:** [REDACTED]

**M:** [REDACTED]

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**From:** Simon Dennis [REDACTED]  
**Sent:** 03 October 2023 18:36  
**To:** Andy Marsh [REDACTED]  
[REDACTED]  
**Cc:** Zoe Metcalfe [REDACTED]  
**Subject:** Chief Constable - North Yorkshire - Forthcoming Vacancy

Dear Andy and [REDACTED]

Zoe is travelling at the moment but has asked to me drop you a line to say thank you for your advice and feedback in relation to her decision about the timing and details of the North Yorkshire Chief recruitment.

She has decided to proceed with a full recruitment and has published her decision this evening, with full supporting papers – details of which I attach for your information.

[Commissioner Zoë Metcalfe announces plans for Chief Constable Recruitment - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](#)

[DN 09/2023 - Chief Constable Vacancy - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](#)

Thanks again from Zoe and from me, for your support and counsel on this matter.

With kind regards

Simon

**Simon Dennis**

(he/him)

**Chief Executive & Monitoring Officer**

*Office of the Police, Fire & Crime Commissioner for North Yorkshire*

**My Working Days are – Monday, Tuesday, Thursday, Friday**

**Executive Assistant –** [REDACTED]

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