



Isle of Man
Government

Reiltys Ellan Vannin

Expressions of Interest

Expressions of Interest Invited – Recruitment Agency Support | First Tynwald Auditor General

The Clerk of Tynwald invites expressions of interest from suitably experienced recruitment agencies with the profile and credentials to assist in finding the right candidate for the first appointment to the newly created role of Tynwald Auditor General. This note is intended to draw out information from your firm to better understand your interest in being considered for this engagement and the suite of services you are able to offer.

If you are interested in being considered for this engagement, please respond by 5pm on 21st April 2022. Your response should be sent to enquiries@tynwald.org.im and should cover all of points 1 to 7 as set out below.

A decision will be made by the Selection Committee established under the Tynwald Auditor General Act 2011. The Committee will select its preferred supplier based on a combination of price and quality. The decision will be based on the information included in the responses to this communication. The Committee's intention is to advise respondents on whether they have been successful by 12th May 2022.

Background

The Isle of Man is a self-governing dependency of the British Crown with a population of 84,000 and public expenditure in 2020/21 of around £1.2 billion. Tynwald is the parliament of the Isle of Man.

The Tynwald Auditor General will be an officer of Tynwald with responsibility under the Tynwald Auditor General Act 2011 for audit and assurance reviews under the Audit Act 2006 which covers the whole the public sector; value for money inspections; and support to the Public Accounts Committee of Tynwald. Manx legislation can be found here: www.legislation.gov.im

The Isle of Man does not currently have an Auditor General. The necessary statutory framework for the appointment is in the Tynwald Auditor General Act 2011, which was brought into force in December 2020. The first appointee will be expected to set up a new public audit organisation. They will also have to develop an open and effective audit culture across the Island's public sector, where organisations will be required for the first time to support and respond to a supreme audit institution. Further information about those organisations can be found here www.gov.im/about-the-government

The remuneration available for the role is up to £110,000 per year. Hours and location of working are negotiable. Other terms and conditions, including pension rights, will be analogous to those of an employee of the Isle of Man Public Services Commission unless

otherwise agreed.

1. Geographic reach

The Committee is interested in reaching potential candidates globally, as well as locally. How will you ensure that the recruitment process has a suitable international reach? Please provide examples of recent global recruitment activities.

2. Relevant experience

In the past two years, how many successful recruitment processes have you undertaken for:

- a. Auditor General level, Chief Financial Officer (“CFO”), Chief Executive Officer (“CEO”) or Board level appointments to parliamentary/governmental institutions?
- b. Senior Audit, CFO, CEO, or Board level appointments to regulatory bodies? (Sectoral information should also be included).
- c. Senior Audit, CFO, CEO or Board level appointments to non-regulatory public or professional bodies? (Sectoral information should also be included).
- d. Senior Audit, CFO, CEO or Board level appointments to organisations in the Isle of Man, or other small jurisdictions?

3. Recruitment personnel

Please provide biographies of the person, or people, who would be allocated to the recruitment process if you are successful. Will the individual(s) be involved in the recruitment from commencement through to the conclusion of the process and, if not, how will this engagement be handled within your firm?

4. Approach and timelines

Please provide a summary of the process you will follow for this recruitment, including the key stages, what will be included as standard elements of your engagement (for example, advertising locally and internationally, initial interviews, other assessment processes and background checks) and the expected timeline from commencing the process to completing a hire.

5. Your unique offerings

Please describe what attributes set you apart from other recruitment agencies. For example:

- What techniques do you employ to cast a wider net for the executive search beyond the “known” and more obvious candidates and pools of candidates?
- What tools do you employ to assess candidates, that differ from other providers, for example, how do you assess the cultural fit of an individual for an organisation and vice versa?
- How do you help organisations sell themselves to potential candidates, in particular, how would you be able to assist in “selling” the Isle of Man to a potential candidate?

6. Testimonials

Please provide any testimonials, or results of external assessments, that support your credentials for undertaking the recruitment process. In particular, any independent feedback or analysis of your involvement in similar appointments to this one will be of interest.

7. Price and other terms of business

Please provide your best price, or basis of terms, for completing the recruitment process, taking into account the approach you have set out in response to point 4 above. Please also advise of any relevant additional services that you offer, which are excluded from your standard approach, and the basis of terms for these services, for example, advertising, extended background checks and expenses.

Please also provide a copy of your standard terms and conditions for undertaking an assignment of this nature.

In order to participate in this competitive exercise, your organisation must be registered on the Isle of Man Government's Procurement Portal. If you have not previously registered, please visit <https://in-tendhost.co.uk/iomg/asp/Home> and select 'Register' from the menu on the right side of the Home Page.

Once you have registered your organisation you should select this Quick Quote from the list of 'Current Tenders' and 'View Details' then click 'Express an Interest' at the bottom of the page. Once you have expressed an interest a new tab called 'Quote Documents' will become available where you can download all the necessary information. If you choose to proceed, please select 'Opt In' and a new section will appear for you to upload your completed return documents.

If you decide not to proceed please click 'Opt Out' and select a reason for not proceeding.

Should you have any difficulty in using the website or registering your interest in this way, please e-mail procurement@gov.im

The Quick Quote will remain available on the Portal for Expressions of Interest until **5pm 19th April 2022**.

Quick Quote Submissions must be submitted through the above Portal by **5pm 21st April 2022**.