



Professor Robin Field-Smith MBE MA CMgr CCMi FCIPD

Robin Field-Smith has proven experience in selection and appointment, as well as governance and scrutiny of related processes, with published reports. He is also used to providing advice and constructive criticism at a senior level, combined with excellent oral and written communication skills. He has been a senior police assessor at Graduate Entry, High Potential and Senior Police assessment centres since 2009, and also assesses applicants for the highest level of membership of the Chartered Management Institute as Chairman of the Assessment Panel.

From 2000 to 2009 he was one of HM Inspectors of Constabulary for policing in England, Wales and Northern Ireland, with a portfolio for personnel, training and diversity issues. He inspected in every force and published over 70 inspection reports, including those on recruitment, promotion and training. He led inspection activity in response to the “Secret Policeman”, and the CRE Formal Investigation, and advised Ministers on workforce capability and equalities compliance. In NPT, CENTREX and NPIA he observed Board and chief officer appointment processes, was the lead HMI for chief officer appraisal, and contributed to HMI reports on force chief officer appointments. He remains a Vice-President of the National Association of Chaplains to the Police.

He served in the Regular Army from 1971 until 2000, specialising in education and training, and leading the process for the Army to be an Investor in People, as well as being a syndicate chair for 4 years for the first full assessment centre in the Army for late entry officer candidates.

He is now a lay judicial member of the Employment Tribunal (London Central), and of two Bar Standards Board committees. He is also a visiting Professor at Portsmouth University (ICJS), and a trustee of three charities, one of which he chairs. He is a Chartered Manager and Board member of the Chartered Management Institute, a Fellow of the Chartered Institute of Personnel and Development, and a Freeman of the City of London.

He is married and lives in Bushy Park, SW London.