



Gangmasters &
Labour Abuse Authority

Chief Executive

Gangmasters and Labour Abuse Authority

Reference: DIR01

Closing date: 9am, Monday 7th December 2020

Working in partnership to protect vulnerable and exploited workers



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Why join the GLAA?

Margaret Beels, Chair

Thank you for your interest in the Chief Executive position at the Gangmasters and Labour Abuse Authority. If you care deeply about the rights of workers to fair pay and conditions, carry on reading.



Our objective is “Working in partnership to protect vulnerable and exploited workers”. Our partners range from other law enforcement agencies, businesses, worker representatives, local authorities, NGOs – anyone who shares our mission to ensure workers are paid properly, are treated fairly, that ethical businesses are not undercut by unscrupulous employers who exploit their workers, and those who are guilty of “wage theft” are brought to justice.

The Gangmaster Licensing Authority was formed in 2006 following the Morecambe Bay tragedy in which, two years before, 23 Chinese cockle pickers drowned. We licence “gangmasters” – labour agencies – who supply workers in the farming, horticulture, shellfish gathering and food packing industries. In 2017, re-named the Gangmasters and Labour Abuse Authority, our reach was expanded and we now have Police and Criminal Evidence Act powers to investigate forced or compulsory labour as defined by the Modern Slavery Act wherever it occurs.

In the last year the number of potential victims of exploitation we identified more than doubled to over 15,000. We don’t celebrate that number; it demonstrates the scale of the challenge and reminds us that our reach, and our investigative capability, must remain robust and innovative. Factors such as UK’s exit from the EU are affecting the UK employment landscape and GLAA needs to keep pace with the changes.

In recent months, the GLAA has been playing a lead role in investigating garment manufacture in Leicester to ensure workers are being treated correctly and businesses are following regulations. Recently concerns about cockle picking have re-emerged and GLAA inspectors have been out on the beaches safeguarding workers. COVID-19 has changed the ways we work but not our mission.

Why join the GLAA?

Margaret Beels, Chair

Our partnerships with businesses are a vital way of increasing standards. We promote awareness and provide training as part of our focus on preventing exploitation. For example, in 2018 the GLAA created a protocol for the construction industry, which now has over 200 signatories committed to raising compliance and awareness of worker exploitation in that sector. Another example is a highly successful pilot training initiative with Boston College introducing the subject of labour abuse within the curriculum. The materials designed by staff and students at the college brought to life crucial information on spotting the signs of modern slavery and how to report concerns to the GLAA. We are now working with the post-16 education sector to deliver a UK-wide education and awareness programme.

GLAA welcomes the government's commitment to create a Single Enforcement Body, of which GLAA will be a key part. We are contributing to the thinking of what the scope of this body will be. Helping to shape the SEB will be a priority for our new CEO.

At the same time, we must maintain focus on the needs of vulnerable workers today and the challenge of protecting workers, whilst balancing the resources of the organisation, remains. If you think you have the skills, a experience and drive to provide leadership to this committed and busy organisation, we look forward to hearing from you.



Margaret Beels

About the GLAA

Background Formed in 2006, the Gangmaster Licensing Authority's (GLA) main function was to run and enforce a licensing system to protect the rights of agency workers in the agriculture, horticulture, food packing and shellfish sectors. These responsibilities remain. However, the Immigration Act 2016 expanded both the scope of GLA's remit and the powers given to the organisation. Renamed the Gangmasters and Labour Abuse Authority (GLAA), and using its new powers, the organisation investigates forced and compulsory labour (as defined in the Modern Slavery Act) for all workers in all sectors. It has Police and Criminal Evidence Act powers to search for and seize evidence. Use of these powers is subject to scrutiny by the Independent Office for Police Conduct. The GLAA also has new powers to seek Labour Market Enforcement Undertakings and impose Labour Market Enforcement Orders under the Immigration Act 2016.

Task It has been estimated that, with its additional scope, the GLAA now seeks to protect around 10 million workers

Resources The GLAA's budget for 2020-21 is £7m. Around half our 110 colleagues are based in Nottingham. This team undertakes licensing, gathers and assesses intelligence on gangmasters, and undertakes central functions such as finance, IT and HR. Operational staff are home-based throughout the UK.

In March 2020, due to the COVID pandemic, all GLAA colleagues moved to home working. Operations were impacted, but desk-based inspections and field activity have continued. There is now limited access to the office in Nottingham.

Governance The GLAA is an arms-length body, reporting through the Serious and Organised Crime Group within the Home Office, to the Home Secretary. Its work is overseen by a Board comprising six independently appointed members and an independent chair.

Future Looking forward, the GLAA welcomes the government's commitment to create a Single Enforcement Body (SEB) and is ambitious for what such a body could deliver. The GLAA believes workers can be better protected through a cohesive approach that sees the GLAA, the Employment Agency Standards Inspectorate (EAS) from BEIS and HMRC's National Minimum Wage team brought together with enhanced capabilities, especially around intelligence collection, for a stronger and more effective single body.

About the role

The Chief Executive (CE) is accountable for the leadership, day-to-day management and overall performance of the GLAA .

The Chief Executive leads the Authority in the development and delivery of its strategic aims.

Delivery of the strategic purpose of the organisation requires a collaborative approach. The CE must work closely with the GLAA Chair and Board, the GLAA Leadership Team and all other GLAA colleagues.

The CE must also work with a range of key external stakeholders, including:

- The Director of Labour Market Enforcement
- Other enforcement agencies (e.g. the National Minimum Wage Team and the Employment Agency Standards Inspectorate)

- The UK Independent Anti-Slavery Commissioner
- Police forces, the National Crime Agency and the Serious and Organised Crime Agency, threat assessment groups and joint intelligence gathering operations
- Local authorities
- Health and Safety Executive

The CE must also work with businesses, trade associations, charities, representatives from the labour market, including trade unions and other non-governmental organisations.

The CE is accountable to the GLAA Chair and Board. The CE is also the GLAA Accounting Officer with statutory accountabilities to the Home Office Accounting Officer, and ultimately to Parliament. The work of the GLAA is subject to scrutiny by the Home Office Auditors and by the National Audit Office.

The CE should have a good working relationship with Home Office policy and Sponsorship Team. The CE will also work closely with the BEIS team who are setting up the Single Enforcement Body.

The GLAA is in the midst of a significant period of change in a high-profile area, which attracts close political and public attention. Its success will be judged upon its ability both to deliver change and to continue to deliver day-to-day results in the areas where its reputation is founded; maintaining its core mission to protect vulnerable and exploited workers. The CE will be at the forefront of this, engaging with Parliament, government representatives (UK and overseas), media and trade associations. while furthering GLAA's strategy and delivering its mission.

Person Specification

This role is complex and challenging. To be successful in this role you will need to demonstrate a good understanding of the UK employment market combined with undisputed personal integrity and a professional demeanour that quickly generates trust and commands the respect of others.

As well as the above it is **essential** to demonstrate:

- **Highly developed leadership skills**

We seek outstanding leadership skills with proven experience of “hands on” leadership and people management within a complex and multidisciplinary environment of comparable scope and complexity. The ability to retain confidence and trust during a period of uncertainty and change is required.

The successful candidate will have the proven ability to build a high-functioning team, combining individual strengths in a multi-disciplinary team. They will be an effective communicator and influencer, able to inspire others; a consultative yet decisive decision maker. They will be able to delegate and empower - demonstrate they can ensure accountability, delivery and the management of performance, while being prepared to challenge in an appropriate way where needed. The ability to ensure robust risk management is required.

The ability to fulfil the role of GLAA Accounting Officer is essential.

- **Organisational Change experience**

The successful candidate will have a track record of leading and managing significant organisational development and operational change, with a strong focus on creating efficient and effective operational capability.

- **Integrity and Values**

We seek someone with undisputed personal integrity with a commitment to the GLAA’s victim focused mission. A willingness to embody and actively promote desired values (integrity, respect, commitment, professionalism and teamwork) and to lead change to achieve these is essential, together with a demonstrable commitment to diversity and inclusion.

- **Stakeholder Management, Communications and Relationship Building**

It is essential that the successful candidate will have demonstrated they have what is required to be the respected, credible face of the GLAA, comfortable and convincing on public platforms.

The successful candidate will have the ability to engage and influence across a diverse range of senior stakeholders at the highest level including business, NGOs, together with an understanding of decision-making within government departments and the ability to build strong, positive relationships with senior officials and ministers

- **Strategic Awareness**

Experience of strategy and policy development and delivery combined with the ability to think strategically with an awareness of operational implications is required. The successful candidate will have proven their ability to translate vision/mission into practice with an appreciation of operational implications.

Drawing on specific expertise and technical knowledge of others in the organisation the successful candidate will rapidly be able to show good understanding of key areas relevant to the range of GLAA’s operations.

Person Specification

This role is complex and challenging. To be successful in this role you will need to demonstrate undisputed personal integrity and a professional demeanour that quickly generates trust and commands the respect of others.

As well as the above it is **desirable** to demonstrate:

- **Understanding of/transferable experience** from working at a senior level in other enforcement agencies comparable to GLAA and/or central government, local government, Arms Length Body and Non- Departmental Public Bodies.
- **Experience of building networks and forming fruitful alliances** with varied external senior stakeholders including business leaders and third sector organisations.
- It is desirable for the successful candidate to be able demonstrate some prior understanding (whether or not gained through operational experience) of one or more key areas. These include **regulation, investigation and enforcement; labour market abuse and exploitation; the criminal justice system; central government**



Salary and Benefits

Salary

Up to £110,000 per annum.

A performance bonus of up to 10% is available requiring exceptional performance and being subject to ministerial approval.

Benefits

Whatever your role, we take your career and development seriously. You will benefit from regular performance and development reviews to ensure your personal development is ongoing.

As an employee of the GLAA, you'll be entitled to a range of benefits.

This includes:

- 30 days annual leave on entry. This is in addition to 8 public holidays. This will be complemented by 2 ½ days privilege holidays.
- A competitive contributory pension scheme that you can enter as soon as you join. We will make a significant contribution to the cost of your pension, with your contributions coming out of your salary before any tax is taken. If you have accrued pension rights in another pension scheme you may be eligible to transfer your accrued pension rights to the PCSPS.
- Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers.
- Childcare benefits
- Interest-free loans allowing you to spread the cost of an annual travel season ticket or a new bicycle.
- Occupational sick pay



Application Process



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Offer

To apply for this post, please send the following documents to glaa@moloneysearch.com:

This should be completed no later than **9am, Monday 7th December 2020**:

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
2. A **Statement of Suitability** (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification.
3. **Supporting Documents** (please contact glaa@moloneysearch.com for the forms)

Please also complete and return the following supporting documents:

- Potential conflicts of interest
- Note of public appointments:.
- Referee details
- The political activity declaration form
- The equal opportunities monitoring form

Application Process



- Your application will be acknowledged by Moloney Search.
- All applications will be assessed to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the '[Person Specification](#)' section. Failure to address any or all of these may affect your application.
- The team at Moloney Search will review all applications and from this create a suggested Long List of candidates. This will be reviewed by the panel and the final Long List confirmed.
- Long Listed candidates will then have an interview with Moloney Search who will write a report for the Panel, including suggested candidates for the shortlist.
- Based on the report and the candidate applications the Panel will agree a Short List of candidates

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- If you are shortlisted, you may be asked to take part in a series of assessments which could include psychometric tests and a staff engagement exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.
- You will then be asked to attend a panel interview (virtually or in person) in order to have a more in-depth discussion of your previous experience and professional competence.
- Full details of the assessment process will be made available to shortlisted candidates.



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The panel members for this campaign are:



Margaret Beels OBE (Chair of the Panel)
Chair of GLAA



Paul Williams
Deputy Chair of GLAA



Rebecca Kirby
Director Tackling Slavery and Exploitation, Home Office



Cindy Butts (Independent Panel Member)
Commissioner, Criminal Cases Review Commission
Independent Member, House of Commons Speaker's Committee
Independent Member, House of Lords Conduct Committee

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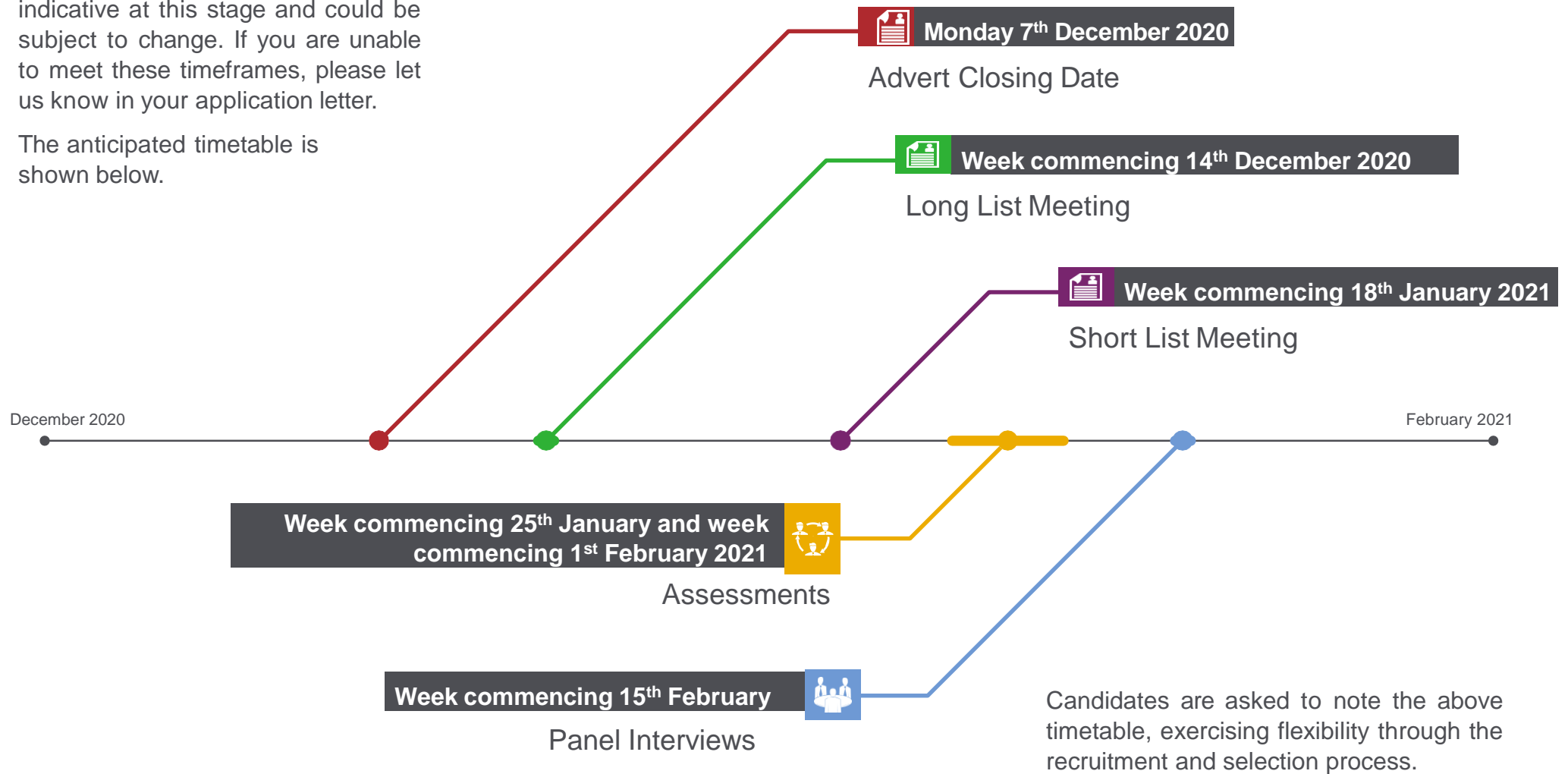
Offer

- Regardless of the outcome, we will notify all candidates as soon as possible.
- We will send you a copy of any report for any assessment that you may have undergone as part of the recruitment process (where applicable).
- The appointment of the Chief Executive is subject to the Home Secretary's approval. Every effort will be made to expedite this, but timescales can be variable.
- An offer of employment is conditional upon receipt of satisfactory references and proof of eligibility to work in the UK. A basics disclosure and Government Security Clearance Check will also be required. The successful candidate may not commence employment with the GLAA until the verification process has been completed.
- A medical assessment will be completed following a conditional offer to the successful candidate.

Indicative Timeline

Please note that these dates are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know in your application letter.

The anticipated timetable is shown below.



FAQs

1. Is this role permanent?

This role is for a period of three years with the possibility to extend subject to performance.

2. Is this role suitable for part-time working?

This is a full-time role. Flexible working arrangements (including job share partnerships) may be considered but you should discuss your working requirements if you are invited to interview.

You will be expected to work the hours necessary for the efficient performance of your duties subject to the Working Time Regulations 1998, unless you waive this right in writing.

3. Will the role involve travel?

Regular travel throughout the UK will be required. A limited amount of international travel may be involved.

4. Where will the role be based?

The role will be based at the GLAA headquarters in Nottingham, but frequent travel will be required, including occasional overnight stays away from home.

Can I claim back any expenses incurred during the recruitment process?

5. No. Unfortunately we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

6. What nationality do I need to hold in order to apply?

Certain posts, notably those concerned with security and intelligence, might be reserved for British citizens.

This is not a reserved post.

For further information on whether you are eligible to apply, please visit [Gov.UK](https://www.gov.uk).

7. Any other requirements?

You must hold a current valid UK driving licence.

A condition of employment will be agreement to adhere to the Nolan principles of conduct in public life.

8. When should I expect to start?

The Board is looking for the successful candidate to join the GLAA as soon as possible subject to the necessary pre-employment checks.

9. Is security clearance required?

Yes. If successful you must hold, or be willing to obtain, security clearance to **Developed Vetting**. More information about the vetting process can be found at the following link.

<https://www.gov.uk/guidance/security-vetting-and-clearance>.



FAQs

10. What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process. Reasonable adjustments could include; allowing extra time during selection tests; ensuring that information is provided in an accessible format or; by providing training.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact us in the first instance.

If you wish to receive a hard copy of the information, or in an alternative format e.g. Audio, Braille or large font then please contact:
glaa@moloneysearch.com

If you cannot apply online, please post your application to:

Moloney Search
5 Kensington Church Street
4 Kensington Cloisters
W8 4LD
London

Please quote the **vacancy reference number** on the envelope.

11. Can I apply under the Guaranteed Interview Scheme?

Yes. The GLAA is committed to providing equal opportunities for all candidates during the selection process, to enable us to select staff from a diverse pool of talent. Part of that commitment is that the GLAA will interview any candidate who has declared a disability, as defined by the Act, provided they meet the minimum essential criteria for the post.

12. What do I do if I want to make a complaint?

If you feel that your application has not been treated in accordance with the recruitment principles and wish to make a complaint then you should contact glaa@moloneysearch.com in the first instance.

13. What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the GLAA.

If you believe that you may have a conflict of interest please contact glaa@moloneysearch.com before submitting your application.

