Appendix I

National selection procedures

Member State	Selection Body	Call for candidates	Assessment process/criteria
Albania 2024	Sub-Committee on Human Rights of the Commission of Legal Affairs, Human Rights and Public Administration (Parliament). Members of the PACE delegation monitored the process and were active during the final evaluation stage. **PACE delegation participation: yes**	Call published on the official website of the Parliament of Albania. Also delivered to public institutions with focus on human rights as well as civil society organisations for wider dissemination.	Ad-hoc commission composed of legal advisors of Parliament monitoring services and Commission for Legal Affairs, Human Rights and Public Administration prepares a report after reviewing the compliance of the applicants with the required criteria. The applicants are then invited to an interview with the Sub-Committee, which assesses motivation and knowledge. Representatives from civil society organisations, Ministry of Health and Social Welfare, Ministry of Justice, Ministry of Interior, OSCE Presence in Albania, Albanian Helsinki Committee etc. were invited to the meetings of the Sub-Committee and during interviews as observers and were encouraged to provide recommendations to the Sub-Committee. The Sub-committee makes the final decision. It takes into consideration the opinion of the members of the PACE delegation. Languages: part of the interview is done in French or English. A panel of professors from the Faculty of Foreign Languages of Tirana University is present during the interview and prepares an evaluation report. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Andorra 2023	Selection committee: representatives of the parliamentary groups in the national parliament. The committee makes a recommendation to the PACE delegation. **PACE delegation participation: yes**	Call for applications in the official bulletin of the General Council and in the official gazette. Application period: one month.	Examination of applications and then interviews by the selection committee. A list of three candidates is submitted to the PACE delegation for their consideration. The PACE delegation verifies that they fulfil the requirements and approves the shortlist. **Interview: yes**
Armenia 2023	Selection Committee: members of the PACE delegation, the Deputy Minister of Justice, and the Programs Coordinator of the "Union of Informed Citizens" NGO. **PACE delegation participation: yes**	Call published in the official newspaper "Republic of Armenia" and posted on the websites of the National Assembly of Armenia. Period of application: one month.	Interview. Languages: assessed by an independent expert. **Interview: yes**
Austria 2025	PACE delegation. **PACE delegation participation: yes**	Published on the website of the Austrian Parliament. Also issue of press release, published on the website of Parliament and sent electronically to the Ministries of Interior and Justice, the association of medical doctors, lawyers, psychotherapists and psychologists, the Austrian Ombudsman Board, the Ludwig-Boltzmann Institute for Human Rights, and to the five Law faculties of Austria. Also spread through networks of the members of PACE. Application period: three months (after two extensions).	All candidates invited for an interview before 9 members of the delegation. Each delegate voted for three candidates by giving points. The three with more points were selected. Languages: English tested by language expert, who conducted 15 minutes interviews. **Interview: yes**
Azerbaijan 2023	PACE delegation, three renowned academicians, and a representative of the Ombudsman Office. **PACE delegation participation: yes**	Delegation addresses relevant State bodies, academic institutions, universities, and non-governmental organisations involved in the promotion of human rights to present candidates.	Interviews. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Belgium 2023	Panel of experts. **PACE delegation participation: no**	PACE delegation publishes a call in French and Dutch in the Belgian Official Gazette. Application period: four weeks.	Interviews: assessment of candidates' abilities, including language proficiency, motivation and availability. **Interview: yes**
Bosnia and Herzegovina 2026	Commission for the position of judge at the ECHR and other positions at the Council of Europe and OSCE composed of three members appointed by the Presidency of Bosnia and Herzegovina. The Commission proposes a shortlist to the Presidency for consideration and resolution. **PACE delegation participation: no**	Public call of the Ministry of Foreign Affairs.	Assessment based on good understanding of the job, knowledge, skills, professional qualifications, education and personal characteristics of candidates. Languages: evaluation of English and French during interviews by language experts. **Interview: yes**
Bulgaria 2025	Council of the National Coordinating Mechanism on Human Rights, established on the basis of a governmental decree. **PACE delegation participation**: nominations by the selection body sent to the Head of the Bulgarian delegation.	Call published on the websites of the National Assembly, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Interior, and the Ministry of Healthcare.	Requirements: master's degree in specific areas; three years of professional experience in specific areas related to the work of the CPT. Languages: documents certifying the level of language for English or French. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Croatia 2024	Ad hoc committee composed of members of the PACE delegation, high ranked representatives of the Ministry of Interior, the Ministry of Health, and the Ministry of Justice, Public Administration and Digital Transformation, as well as a representative of an NGO. **PACE delegation participation: yes**	Public call on the Parliament's website and information disseminated to relevant professional organisations, public institutions and civil society. Application period: 18 days.	Interviews. **Interview: yes**
Cyprus 2023	PACE delegation. The interviews also done in consultation with the Office of the Ombudsman. **PACE delegation participation: yes**	Call published in the Cyprus Government Official Gazette in Greek, English, and French. Also posted on the House of Representative's website and disseminated to the media through a press release issued by the Press and Information Office of Cyprus. Also sent directly to the Office of the Ombudsperson, the Police Force, the Cyprus Medical Association, and the Cyprus Bar Association. Application period: 20 days.	CV evaluation and interviews with shortlisted candidates. Assessment of the candidates' knowledge of the CPT work, academic qualifications, foreign-language skills, professional experience, ability to serve the CPT effectively. **Interview: yes**
Czechia 2023	PACE delegation prepares the list of candidates in cooperation with the Human Rights Department of the Ministry of Foreign Affairs and the Committee against Torture of the Czech Republic[1]. **PACE delegation participation: yes**	*No available information*	The Committee against Torture nominates candidates without restrictions. Then the Ministry of Foreign Affairs collects the nominations and verifies that the candidates fulfil the criteria. Then, the PACE delegation selects the final candidates. **Interview: no**

[1] It consists of representatives of civil society, responsible government bodies, and public authorities.

Member State	Selection Body	Call for candidates	Assessment process/criteria
Denmark 2025	PACE delegation. **PACE delegation participation: yes**	Call for expression of interest on the website of the Danish Parliament and disseminated through relevant professional organisations.	Interviews and shortlisting by the delegation. Assessment of human rights and CPT knowledge, experience, availability, motivation and language skills. **Interview: yes**
Estonia 2025	No selection committee as there were only three applications submitted. If there had been more candidates, the intention was to set up a selection committee with representatives from: the Ministry of Defence, the Ministry of the Interior, the Social Insurance Board, and the Office of the Chancellor of Justice. The names of the three candidates were confirmed by the Estonian delegation to PACE.	Public call organised by the Ministry of Justice and Digital Affairs, published in the national talent bank, the website of the Ministry and its official Facebook page. Information sent to Estonian Union for Child Welfare, the Faculty of Law the University of Tarty, the Legal office of the Tallinn University, the Estonian Medical Association, and the Estonian Human Rights Centre to invite them to submit candidates. Application period: 34 days.	*No assessment given that there were only three candidates.*
Finland 2023	Interview panel: chaired by the Chair of the PACE delegation. Also included the Vice-Chair of the delegation and two PACE delegation secretaries. PACE delegation takes final decision. **PACE delegation participation: yes**	Call published on the Government's recruitment portal. Also visible in the Parliament's website and distributed to all known networks of experts with relevant expertise. Additionally, published in two major newspapers, one in Finnish and one in Swedish. Application period: ten days.	Interviews with shortlisted candidates. Final selection of the three candidates by the PACE delegation. Languages: part of the interview conducted in English. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
France 2025	Ad hoc committee of experts chaired by the Inspector General of Places of Detention[2] draws up a proposed list. The French delegation to PACE draws up the final list. **PACE delegation participation: yes**	Public call published on the Official Journal of the French Republic and through the National Assembly and Senate websites.	Interviews of candidates by the committee of experts. **Interview: yes**
Georgia 2022	Parliamentary Commission for the Selection of Candidates: included majority and opposition members of the Parliament. **PACE delegation participation: no information available.**	Public call through the Parliament's website. Also notified the Public Defender's Office, relevant NGOs, and more than 50 universities and educational institutions.	Interviews. **Interview: yes**
Germany 2025	PACE delegation. **PACE delegation participation: yes**	Call distributed among members of the Coordinating conferences.[3] Published on the website of the German Bundestag and on the Federal Government's job vacancies website. The German Institute for Human Rights and the National Agency were invited to distribute the information to suitable personalities.	Each member of the delegation suggests six candidates. Six candidates are pre-selected. All do an English test. If successful, the delegation conducts an interview and selects three final candidates. **Interview: yes**
Greece 2023	Applications reviewed by experienced legal experts, members of the delegation to PACE, and prominent academics. **PACE delegation participation: yes**	Call for candidates in which all the proper directorates are informed. The Academic community in Greece and abroad is also reached out.	Review of CVs and calls with candidates. **Interview: unclear information.**

[2] Mme la Contrôleuse générale des lieux de privation de liberté.
[3] In Germany, the competence for penitentiary, police, judicial and forensic issues fall within the remit of the 16 Bundesländer (Federal States). All Federal States coordinate their activities in these fields in three main Coordinating Conferences.

Member State	Selection Body	Call for candidates	Assessment process/criteria
Hungary 2026	Consultation with independent national human rights institutions of general jurisdiction and with competent authorities such as the Ministry of Interior and the Ministry of Justice.	*No available information*	*No available information*
Iceland 2023	PACE delegation. **PACE delegation participation: yes**	Public call for expression of interest published on the Icelandic Parliament website and disseminated through relevant professional organisations.	Structured interviews with the candidates, followed by a selection of the three final candidates. Assessment of knowledge of human rights and the CPT work, relevant experience, availability, motivation and language skills. **Interview: yes**
Ireland 2023	Independent short-listing panel composed of an Assistant Secretary at Criminal Justice Governance, a professor from the Irish Human Rights and Equality Commission, a representative of the Public Appointments Service, and a Chief Inspector of the Office of the Inspector of Prisons. **PACE delegation participation: no**	Public call on the websites of the Department of Justice and Equality and the Public Appointments Service.	Examination of the candidates' applications by the panel, on the basis of relevant experience and professional background. **Interview: no**
Italy 2023	PACE delegation. **PACE delegation participation: yes**	Call published on the website of the Italian Parliament. Also publicised through the Ministry of Justice, the Ministry of Interior, the Ministry of Foreign Affairs, the Higher Council of the Judiciary, and the Political Groups of the Chamber of Deputies and Senate.	Shortlist and subsequent interview by the PACE delegation. Languages: assessed by an interpreter of the Chamber of Deputies. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Latvia 2023	Commission established by the Government with representatives from the Ministry of Foreign Affairs, the Ministry of Justice, the Ministry of Health, the Ministry of Welfare, the Ministry of Interior, and the Prosecutor's General Office. **PACE delegation participation: no**	*No available information*	Shortlist of the candidates that fulfilled the requirements followed by an interview. **Interview: yes**
Liechtenstein 2025	Working group within the PACE delegation. Full PACE delegation to choose the final three candidates. Delegation advised by the Office for Foreign Affairs. **PACE delegation participation: yes**	Add published on the website of the Landtag (Parliament). Also published on the Parliament's social media channels and circulated to stakeholders and relevant public bodies (i.e. the association for human rights, the bar association, the medical association, and the prison commission) Application period: about a month.	Interview to the eligible candidates by the Working group. Languages: a part of the interview conducted in English. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Lithuania 2023	Commission for the Selection of Representatives of the Republic of Lithuania to the CPT. Composed of a Vice-Minister of Justice, the Chairperson of the Commission for the Monitoring of the Rights of Persons with Disabilities of the Equal Opportunities Ombudsperson, the Ombudsperson, a district court judge, a Deputy Director at the Ministry of Foreign Affairs, the Chair of the Committee on Human Rights of the Parliament, and the Ombudsperson for Children Rights. Final approval by the PACE delegation. **PACE delegation participation: yes**	Call published on the Ministry of Justice website and its Facebook account, and in a press release. A request to share it also sent to independent human rights organisations, NGOs, universities and academia, ministries, etc.	Shortlisting according to the eligibility criteria. Then interview to the shortlisted candidates. Evaluation through a point system by each interviewer. After considering the points and the rules regarding gender representation, the list with three candidates is chosen. Final approval by the PACE delegation, after meeting each candidate. **Interview: yes**
Luxembourg 2025	Delegation to PACE. **PACE delegation participation: yes**	Call published on the main national newspapers, on the website of the Parliament, and extensively shared through social media. Professional organisations of relevant sectors were also contacted.	Shortlist of candidates after considering the CVs (motivation, academic qualifications, professional backgrounds and core competencies required). Then an interview to the selected candidates. Finally, selection of the final three. **Interview: yes**
Malta 2024	Selection board composed of a Senior General Practitioner, a Chief Executive at the Agency for the Welfare of Asylum Seekers, and a Charge Nurse. **PACE delegation participation: no**	Open call for Public Service and Public Sector Employees.	After a shortlisting, the eligible candidates are interviewed. Three are then selected. Criteria: qualifications, expertise and human rights, communication and knowledge of multiple languages. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Republic of Moldova 2025	Special Committee established by parliamentary decision. Composed of MPs, including from the PACE delegation. **PACE delegation participation: yes**	Call published in the mass-media and on the Moldovan Parliament's website.	Interviews. Consideration of professional capacities and competencies, experience in the field, and knowledge of foreign languages. Languages: two university professors assist the Special Committee during interviews. **Interview: yes**.
Monaco 2024	PACE delegation. **PACE delegation participation: yes**	Call for applications published in the Official Gazette.	Interviews. **Interview: yes**
Montenegro 2023	Commission established by the Ministry of Health. **PACE delegation participation: no**	Public call by the Ministry of Health.	Commission evaluates the applications against eligibility criteria. **Interview: no**
Netherlands 2025	Selection Committee where the Ministry of Foreign Affairs, the Ministry of Justice and Security, an NGO, and the PACE delegation, are represented. **PACE delegation participation: yes**	Open advertisement on the website "Working for the Netherlands".	The Selection Committee invites shortlisted candidates for an interview. Assessment criteria: professional experience, relevant expertise, integrity, in-depth knowledge of the CPT Convention and Article 3 ECHR, effective oral and written proficiency in one official language, and at least passive knowledge of the other official language, availability to undertake missions abroad. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
North Macedonia 2023	A special commission for the Election of Three candidates as Members of CPT. Established within the Minister of Justice. **PACE delegation participation: no available information.**	Application period: the deadline was ten days following the decision of the Minister of Justice.	Consideration of the documentation. **Interview: no**
Norway 2025	CPT sub-committee established by the Storting (Parliament) delegation to PACE. Formed by the Chair of the delegation, the vice-chair of the delegation, two delegation members, and one legal expert from the Norwegian Human Rights Institution. The PACE delegation approves the sub-committee's proposal. **PACE delegation participation: yes**	The call was published on the website of the *Storting*. Trade organisations and institutions of higher education were encouraged to publish the call for candidates and to distribute information to potential candidates.	Committee pre-selects candidates to interview based on academic qualifications and professional merits. Also takes into consideration the inclusion of candidates from different professions. After interviews, three are selected. Languages: oral English exam by the Storting English teacher. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Poland 2024	Team designated by the Ministry of Justice: Minister of Justice or someone appointed by him/her as chair, the Director of the Department of International Cooperation and Human Rights of the Ministry of Justice, a representative of the Department of International Cooperation and Human Rights of the Ministry of Justice, a representative designated by the Minister of Foreign Affairs, the Director General of the Prison Service or a person designated by him/her, a representative of the Polish Parliamentary Delegation to PACE, and two social representatives representing non-governmental organisations or the academic community, one designated by the Minister of Justice and one designated by the Minister of Foreign Affairs. **PACE delegation participation: yes**	Public call on the websites of the Ministry of Justice and Ministry of Foreign Affairs. Also through the websites of the Prison Service, the Ministry of Health, the Ministry of the Interior and Administration, the Police Headquarters, the National Public Prosecutor's Office, the National School of Judiciary, the Supreme Medical Chamber, the Supreme Court, courts of appeal and others. Application period: it is established that it cannot be shorter than seven days. In practice, it was about one month.	Shortlisting of applicants by the Team. Subsequently, after an interview, the Team selects three candidates. Interviews observed by legal professional and non-governmental organisations. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Portugal 2023	One was nominated as it was the current Portuguese member within the CPT, another was nominated by the Superior Council of the Judiciary, and the third one by the Superior Council of the Public Prosecution Service, following a request from the Ministry of Justice. **PACE delegation participation: no**	*No available information*	**Interview: no**
Romania 2023	Selection committee composed of senior representatives of the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, the Ministry of Internal Affairs, the Ministry of Labour and Social Protection, and the National Penitentiary Administration. Also, two academics specialised in French and English respectively. **PACE delegation participation: no**	Published on the websites of the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, the Ministry of Internal Affairs, the Ministry of Labour and Social Protection, and of the National Penitentiary Administration.	Shortlist of candidates after consideration of the documentation. Subsequent interview with a points system, based on professional experience, knowledge of the CPT and its Convention, knowledge of the ECHR, ability to meet challenges of the post and languages. Selection committee selected three final candidates. **Interview: yes**
San Marino 2023	PACE delegation. **PACE delegation participation: yes**	Selection notice published by the PACE delegation and sent to all the San Marino media and press outlets and to the main professional associations. Application period: about one month and a half.	**Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Serbia 2025	Commission for the Selection of Candidates for Membership in the CPT with representatives from the Ministry for Human and Minority Rights and Social Dialogue, Ministry of Interior, Ministry of Foreign Affairs, Ministry of Justice, Ministry of Health, and Ministry of Labour, Employment, Veteran and Social Affairs. **PACE delegation participation: no**	Public call published on the Ministry's website. Application period: 15 days.	Consideration through a points system of the applications received. **Interview: no**
Slovak Republic 2023	Selection Committee composed of the Secretary of the Ministry of Justice as chair, the Secretary General of the Ministry of Justice, the Director General of the Criminal Law Division, and the Director General of the International Law Division. The shortlist is sent by the Minister of Justice to the Vice-Chair of the Committee on Human Rights and National Minorities of the National Council (Parliament). **PACE delegation participation: no**	A call was published on the Ministry of Justice website. Moreover, one candidate was presented by each of the following: the Minister of Health, the Minister of Foreign and European Affairs, and the Public Defender of Rights.[4] After not having reached gender balance, the Ministry of Justice contacted more ministries to get more candidates. The Slovak National Centre for Human Rights and the Commissioner for persons with disabilities expressed support for candidates. An additional candidate was finally contacted to achieve the required balance.	The Selection Committee assesses the candidates on the basis of the documents submitted. The Committee on Human Rights and National Minorities of the National Council puts forward the final list with an order of preference, which in this case deviated from that of the Selection Committee. Languages: on the basis of documents submitted. **Interview: no.**

[4] Many more ministers and high-level public officials were asked to submit candidates. Only these three had proposals/answered.

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Slovenia 2025	Selection Commission: the Secretary at the International Cooperation Department of the Ministry of Justice as Chair, the Secretary of the Prison Administration of Slovenia, the Deputy Ombudsman and Head of the National Preventive Mechanism, and two representatives of NGOs involved in carrying out the tasks of the National Preventive Mechanism. Minister of Justice submitted the list to the Government for approval. **PACE delegation participation: no**	Public call published by the Ministry of Justice. Also communicated by its Cabinet to several relevant stakeholders, such as judicial stakeholders, psychiatric clinics, law and medical faculties, etc. Application period: Around 1 month and ten days (extended due to lack of applications)	Interviews by the Selection Commission. Questions on the CPT standards, professional experience, conflicts of interest. Some in English. **Interview: yes**
Spain 2025	Assessing Committee composed of two members of the Spanish delegation to PACE (including its chair), the Secretary General of the Ombudsperson, the Director General for the UN and Human Rights at the Ministry of Foreign Affairs, the Director General for International Relations at the Ministry of Home Affairs, and the clerk-secretary of the PACE delegation acting as secretary. **PACE delegation participation: yes**	Published on the websites of the Ministry of Home Affairs, the Ombudsperson, the General Council of the Judiciary, the State General Prosecutor, the Ministry of Foreign Affairs, European Union and Cooperation, and the General Directorate of the Police. Also disseminated through the General Council of Medical Associations and multiple universities. Application period: 23 days.	Pre-selection after assessing the documentation. Interview by the Assessing Committee. Took into consideration the level of higher education, training in the field of fundamental rights, activities similar to the vacancy, cooperation with international and national bodies in fundamental rights, languages, research programmes in fundamental rights, publications in fundamental rights. Languages: some questions were posed in French/English and had to be answered in the same language. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Sweden 2025	Ad-hoc working group, which interviewed applicants and recommended them to the PACE delegation. Nomination by the PACE delegation. **PACE delegation participation: yes**	Call published on the Parliament's website and sent to the Swedish MFA, the National Board of Forensic Medicine, the Psychiatric Association, the Medical Association, trade union magazines, the prison and probation service, the National Council for Crime Prevention, the National Board of Institutional Care, the Development Agency, the Folke Bernadotte Academy, law/criminology/political science departments at the biggest universities. It was published twice. Application period: three months and 21 days.	**Interview: yes**
Switzerland 2025	Working group: one representative of each political group of the PACE delegation. For the pre-selection, an expert from the Ministry of Justice and Police assisted and advised the working group. **PACE delegation participation: yes**	Published on the employment portal of the Swiss Confederation. Application period: One month.	Pre-selection of six candidates by the Working group. Swiss PACE delegation consulted with the current Swiss member at CPT. Then the Swiss delegation did an interview with the pre-selected candidates. The three final candidates were selected after a vote by secret ballot. **Interview: yes**
Türkiye 2025	Turkish Parliament. All members of the Turkish delegation to PACE were invited to the interviews; seven members belonging to four different political parties attended the interviews. **PACE delegation participation: yes**	Call published in the Turkish Parliament's website. Ministry of Foreign Affairs and Ministry of Justice also notified of the call to ensure that all possible stakeholders were informed. Application period: almost two months.	First shortlisting of candidates based on their experience and qualifications relevant to the CPT as well as command of at least one of the COE official languages. Shortlisted candidates were interviewed. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
Ukraine 2025	Commission for the selection process: Deputy Minister of Justice on European Integration as chairman, the Deputy Minister of Foreign Affairs, the head of the Permanent Delegation of the Verkhovna Rada to PACE, the Deputy Head and member of this delegation, the Representative of the Ukrainian Parliament Commissioner for Human Rights in Places of detention, and the representatives of the Ministry of Internal Policy, the Ministry of Justice, the Department for the Execution of Criminal Sentences, the Administration of the State Border Guard Service, and the State Institution “Institute of Forensic Psychiatry of the Ministry of Health of Ukraine”. **PACE delegation participation: yes**	Posted on the official website and social media page of the Ministry of Justice and widely spread among public organisations involved in the protection of human rights in places of detention.	Preselection of candidates by the Commission followed by interviews with the pre-selected candidates. Nomination of the three finalists through an open vote. Languages: tested by the members of the Commission whose positions require knowledge of English. **Interview: yes**

Member State	Selection Body	Call for candidates	Assessment process/criteria
United Kingdom 2025	Advisory Assessment Panel: chaired by a Minister of Justice official. Other members were an expert on the ECHR and an independent panel member. Following the selection process undertaken by the MoJ, members of the PACE delegation met the shortlisted candidates, and the delegation made the final proposal. **PACE delegation participation: yes**	Advertised on the Cabinet Office public appointments website, Women on Boards, and NEDS on Boards. The Minister of Justice Public Appointments team (PAT) undertook extensive outreach, and colleagues carried out searches via LinkedIn and twitter.	Shortlisted applicants were interviewed. Candidates were asked to describe a visit to a place of detention. **Interview: yes**