



APPOINTMENT OF CHIEF CONSTABLE

ROLE PROFILE

1. Post Overview

Post	:	Chief Constable.
Accountable to	:	The Police and Crime Commissioner for Suffolk.
Location	:	Police Headquarters, Martlesham Heath, Suffolk.
Responsible for	:	The direction and control of the Suffolk Constabulary in order to provide Suffolk with an effective and efficient Police Service and the fulfilment of all the statutory and legal obligations of the office of Chief Constable.

2. Job Purpose/Aims

- To ensure delivery in line with the overriding aim and police and crime objectives set by the Police and Crime Commissioner's Police and Crime Plan and in particular to create a safer Suffolk by protecting people from crime and harm;
- To direct and control the Suffolk Constabulary to deliver an effective and efficient police service;
- To fulfil the statutory and legal obligations of the office of Chief Constable;
- To lead the Constabulary in its strategic management and development to ensure enhanced productivity, value for money and continuous improvement in organisational effectiveness against a background of reducing resources;
- To be a strong, effective leader of the Constabulary, communicating a consistent, forward-looking and inspiring vision to all;
- To undertake a leading role in promoting strategies that ensure a customer-focussed service and high levels of public confidence;
- To consolidate and progress collaboration with Norfolk Constabulary and to progress and expand collaboration with other policing and public sector partners to further enhance the effective and efficient policing of the county;
- To work with partners to progress the delivery of the police and crime objectives and enhance the delivery of community safety outcomes;

- To promote the highest levels of professional conduct and integrity within the Constabulary;
- To champion equality, diversity and human rights in the Constabulary's working practices and the delivery of policing services;
- To harness the full potential of all staff towards organisational goals;
- To represent the Constabulary at local, regional and national level and to protect and foster the image of the Constabulary and the Police and Crime Commissioner;
- To take responsibility, on a shared basis, for operational policing (Gold Command);
- To play an active part nationally through membership of appropriate ACPO working groups to develop the police service (subject to the specific written consent of the Police and Crime Commissioner);
- To provide professional policing advice to the Police and Crime Commissioner to support them in fulfilling their functions;
- To undertake such other tasks commensurate with the rank of Chief Constable as the Police and Crime Commissioner shall require.

3. **Conditions**

See the Particulars and Terms of Appointment attached.

4. **Eligibility**

The following eligibility criteria must be satisfied to perform the role of Chief Constable of Suffolk Constabulary. The eligibility criteria must be addressed in the completion of the Application Form:

- Satisfactory completion of the Senior Police National Assessment Course;
- Satisfactory completion of the Strategic Command Course;
- At least twelve months experience at Deputy Chief Constable level or equivalent;
- Evidence of personal commitment to continuous professional development;

5. Person Specification

PART 1

Key Personal Competencies

The following are the key personal competencies required to perform the role of Chief Constable of Suffolk Constabulary to a satisfactory standard. These personal competences will require to be addressed in the completion of the Application Form.

- Operational competence particularly around Level 1 and Level 2 crime;
- Excellent verbal and written communication skills and the ability to communicate and inspire individuals to achieve organisational goals;
- Evidence of managing and delivering successful strategic change and improved performance in a climate of change;
- The ability to deliver transformational step change in times of slower funding growth;
- A demonstrable ability to identify, lead and deliver improved productivity and efficiency across the force;
- A commitment to modernisation and an entrepreneurial and innovative approach to achieving change;
- A high degree of sensitivity to public concerns and demonstrable evidence of addressing them;
- A proven track record of developing effective working relationships and partnerships with stakeholders, the community and a wide range of agencies and partner organisations;
- Evidence of championing diversity and promoting racial equality;
- A track record and commitment to working in collaboration with both other forces and public sector partners;
- Evidence of delivering culture change that is inclusive of police officers, police staff and the extended police family;
- Demonstrable ability to enable officers to fulfil their potential on an individual and collective basis.

PART II

Policing Professional Framework

The postholder should also fulfil the following personal competencies from the Policing Professional Framework. These competencies will be assessed using the information provided in the application form and during the Assessment and Selection process:

Serving the Public

- Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests;
- Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them;
- Builds public confidence by actively engaging with different communities, agencies and strategic stakeholders, developing effective partnerships at a local and national level;
- Understands partners' perspectives and priorities, working co-operatively with them to develop future public services within budget constraints, and deliver the best possible overall service to the public.

Leading Strategic Change

- Thinks in the long term, establishing a compelling vision based on the values of the Police Service, and a clear direction for the force;
- Instigates and delivers structural and cultural change, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required;
- Identifies better ways to deliver value for money services that meet both local and national needs, encouraging creativity and innovation within the force and partner organisations.

Leading the Workforce

- Inspires people to meet challenging organisational goals, creating and maintaining the momentum for change;
- Gives direction and states expectations clearly;
- Talks positively about policing and what it can achieve, building pride and self-esteem;
- Creates enthusiasm and commitment throughout the force by rewarding good performance, and giving genuine recognition and praise. Promotes learning and development within the force, giving honest and constructive feedback to colleagues and investing time in coaching and mentoring staff.

Managing Performance

- Translates the vision into action by establishing a clear strategy and ensuring appropriate structures are in place to deliver it;
- Sets ambitious but achievable timescales and deliverables, and monitors progress to ensure strategic objectives are met;
- Identifies and removes blockages to performance, managing the workforce and resources to deliver maximum value for money;
- Defines what good performance looks like, highlighting good practice. Confronts underperformance and ensures it is addressed.
- Delegates responsibilities appropriately and empowers people to make decisions, holding them to account for delivery.

Professionalism

- Acts with integrity, in line with the values and ethical standards of the Police Service;
- Delivers on promises, demonstrating personal commitment, energy and drive to get things done;
- Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility throughout the force.
- Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances;
- Takes responsibility for making tough or unpopular decisions, demonstrating courage and resilience in difficult situations.
- Remains calm and professional under pressure and in conditions of uncertainty;
- Openly acknowledges shortcomings in service and commits to putting them right.

Decision Making

- Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions;
- Gathers and considers all relevant and available information, seeking out and listening to advice from specialists;
- Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation;
- Identifies the key issues clearly, and the inter-relationship between different factors;

- Considers the wider impact and implications of different options at a local and national level, assessing the costs, risks and benefits of each. Prepared to make the ultimate decision, even in conditions of ambiguity and uncertainty;
- Makes clear, proportionate and justifiable decisions, reviewing these as necessary.

Working with Others

- Builds effective working relationships through clear communication and a collaborative approach;
- Maintains visibility and ensures communication processes work effectively throughout the force and with external bodies;
- Consults widely and involves people in decision-making, speaking in a way they understand and can engage with;
- Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination;
- Treats people as individuals, showing tact, empathy and compassion;
- Negotiates effectively with local and national bodies, representing the interests of the Police Service. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions;
- Expresses own views positively and constructively. Fully commits to team decisions.