

## **APPOINTMENT OF CHIEF CONSTABLE**

### **COMPREHENSIVE 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. Role Purpose**

- The Chief Constable has the direction and control of the Suffolk Constabulary and enables the delivery of a professional, effective and efficient service;
- The Chief Constable is accountable for the operational delivery of policing;
- The Chief Constable is responsible for fulfilling the statutory and legal obligations of the office of Chief Constable and compliance with the Scheme of Governance and Consent and other relevant governance instruments.

#### **3. Key Responsibilities**

- To ensure delivery of policing in line with 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-focused 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 fulfil the authorising responsibilities of Chief Constable;
- To play an active part nationally through membership of appropriate NPCC working groups to develop the police service (subject to the specific written consent of the Police and Crime Commissioner) and advise where appropriate on matters of national public safety and security;
- To provide professional policing advice to the Police and Crime Commissioner to support them in fulfilling their functions and creating effective working relationships with the Office of the Police and Crime Commissioner;
- To undertake such other tasks commensurate with the rank of Chief Constable as the Police and Crime Commissioner shall require.

#### 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:

- All applicants must have successfully completed the Senior PNAC and the Strategic Command Course.
- UK applicants must have served at the rank of constable in a UK police force.
- UK applicants must have held the rank of ACC, commander, or a more senior rank in a UK police force.
- Overseas applicants must meet the immigration requirements to live and work in the UK.
- Overseas applicants must have served in an approved overseas police force at an approved rank – a list of the approved forces and ranks are listed in the College of Policing Guide for Appointing Chief Officers.

#### 5. Behaviours

The role is expected to understand and act within the ethics and values of the police service.

The Competency and Values Framework (CVF) for policing published by the College of Policing has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

The role should operate at the following levels of the CVF:

##### **Resolute, compassionate and committed**

- we are emotionally aware Level 3
- we take ownership Level 3

##### **Inclusive, enabling and visionary leadership**

- we are collaborative Level 3
- we deliver, support and inspire Level 3

##### **Intelligent, creative and informed policing**

- we analyse critically Level 3
- we are innovative and open-minded Level 3

## **6. Person Specification**

### **Prior Education and Experience**

- Authorising officer training;
- Wide-ranging operational law enforcement experience;
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level;
- Experience of successfully engaging with and influencing multi-agency partnerships;
- Experience of implementing an effective performance management framework;
- Experience of implementing successful organisational development, change and innovation;
- Experience of accountability for management of significant budgets;
- Up to date operational/technical policing knowledge;
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning;
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

### **Skills**

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals;
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money;
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues;
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning;
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively;

- Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders;
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest;
- Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities, values and behaviours;
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours;
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service.