

Staffordshire Police – Role Profile

Chief Constable

Grade/Rank:	Chief Constable
Reports to:	Staffordshire Commissioner
Direct Reports:	Deputy Chief Constable

Role Purpose

- The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.
- The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.
- The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.
- As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine Force governance arrangements.

Key Accountabilities:

- Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police & Crime Plan and Strategic Policing Requirement and any wider plans and objectives, to provide an effective and efficient policing service that meets current and future policing demands.
- Develop a collaborative, mutually productive strategic relationship with the Police, Fire & Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.

- Ensure effectiveness and efficiency of arrangements for co-operating with other persons in the exercise of the Chief Constable's functions; engagement with local people; value for money; the exercise of duties relating to equality and diversity imposed on the Chief Constable by any enactment; the exercise of the duties in relation to safeguarding of children and the promotion of child welfare imposed on the Chief Constable by sections 10 and 11 of the Children Act 2004; the upholding of fundamental human rights; and access to justice, equality before the law and the rule of law.
- Take part with the Police, Fire & Crime Commissioner in a regular framework of accountability for performance on delivery of the Police & Crime Plan, including weekly meetings and the monthly Strategic Policing & Crime Board (not exhaustive).
- Develop and maintain governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- Personal leadership and development of an inclusive culture which promotes equality, diversity and is committed to anti-racist practice, recognising and understanding the diverse and dynamic nature of the communities that constitute Staffordshire.
- Harness the full potential of officers and staff, ensuring equality of opportunity and innovation in workforce and succession planning.
- Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
- Ensure the effective use of public spending, maximise value for money, and secure social value.
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police, Fire & Crime Commissioner, to ensure the effective use of public spending and maximise value for money and supporting the joint audit function.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintaining operational oversight, holding accountability for effective, compliant policing responses, to protect the public and further develop the Force's operational strategies.

- Lead and command the operational policing responses on occasion, in the most high-risk and high-profile instances, to protect the public and ensure an appropriate and effective response.
- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives and the aims of the Police & Crime Plan.
- Represent the Force at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence and trust in policing.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
- Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

Competencies, Values and Core Skills

All roles in policing are expected to know, understand and adhere to the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies clustered into three groups, supported by three levels of behaviours (see below). This role should be operating or working towards Level 3 of the CVF:

Competencies

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
Values	
The CVF has three values. These values apply to everyone in policing regardless of their role or seniority: • <u>Courage</u> • <u>Respect and Empathy</u> • <u>Public Service</u>	
Core Skills	
All roles in policing have nine core skills in common, split into levels representing the different levels of policing (see below). This role should be operating at or working towards Level 5 of core skills: • <u>Communicating and Influencing</u> – Level 5 • <u>Problem Solving</u> – Level 5 • <u>Performance Management</u> – Level 5 • <u>Relationship Management</u> – Level 5 • <u>Change Management</u> – Level 5 • <u>Managing People</u> – Level 5 • <u>Managing Resources</u> – Level 5 • <u>Planning</u> – Level 5 • <u>Use of IT</u> – Level 5	

Essential Qualifications, Experience and Skills

Essential Qualifications and Experience:

- Has held the rank of DCC/Deputy Assistant Commissioner or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas).
- Successful completion of the College of Policing's Executive Leaders Programme (ELP) or successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC) prior to 2023.

- Successful completion of the A7 authorising officer's course.
- 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.

Essential Skills:

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- 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, problem solving and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders and partners.
- 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, and openness to being held to account for it.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.
- Experience of strategic command at a senior rank in a range of demanding operational policing environments, including major security/incident situations.
- Developing, implementing and evaluating strategy, plans, programmes and procedures for the services of the Force, with a track record of this delivering demonstrable improvements in policing.

- Able to demonstrate improvements in policing through the successful and innovative management of resources, both people and financial, with a focus on key performance indicators and outcomes, including value for money.
- Working in partnership with local authorities, other partners and communities to deliver policing which enhances trust and confidence, prevents and reduces crime and reduces harm to communities.
- Experience of delivering improving performance, through leading organisational change.
- Able to operate in complex organisational structures and political environments.
- Awareness of and demonstrable commitment to the need to eliminate discrimination, advance equality of opportunity and foster good community relations for the benefits of both those employed within the Force and the communities they serve. Understanding of the need to address different protected characteristics as well as wider strands of diversity such as neurodiversity.
- Experience of influencing and contributing to the development of policing at a national level.
- Awareness of potential new arrangements for policing governance.
- Participating and directing media and public relation matters.
- Understanding of the impacts of crime from an individual, cultural and community perspective, such as trauma. Able to understand the inequality of crime and strategies required to redress the imbalance.

CPD Requirements

Personal

- Role model continuing professional development and lead by example by sharing learning and reflections to support the professionalisation of the Police Service.
- Maintain knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context.
- Attend bi-annual National Chief Constable CPD events.
- Participate in coaching and/or mentoring opportunities for self and others to use and share the learning to inform own and others' approach to leadership, management and policing.

Business

- Maintain commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local and national level.
- Maintain knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally.
- Contribute to evidence-based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing.

- Build and participate in peer networks and action learning sets to enable approaches to joint problem solving, share learning locally, regionally and nationally to support business process modernisation, efficiency and continuity.

Professional

- Maintain knowledge of College of Policing Guidance, best practice and national and local initiatives and policies applicable to the strategic policing context.
- Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of political, economic, social, technological, legal and environmental factors and developments to inform strategic policing plans and enable an efficient and effective approach to policing, ensuring the Force can tackle new and evolving crime, threats and priorities.
- Work with national policing agencies and bodies, such as His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), the National Crime Agency (NCA) and the College of Policing, and participate in and contribute to serious case reviews and Independent Office for Police Conduct (IOPC) investigations to ensure the Force meets and maintains professional standards.
- Complete all annual and mandatory training to retain occupational and operational accreditation.

Other

- Demonstrates commitment, devotion of time to activities and resilience required for the post.
- Able to respond to out-of-hours call from home within a reasonable period.
- Professional and personal integrity of the highest standing.

Special Conditions

Own car for business use	N
Higher level vetting required	Y
Requirement to wear uniform	Y
Requirement for post entry training	N
Fixed hours	N
Weekend working expected	Y
Shift allowance	N
Fixed term or temporary role	Y
Politically restricted	Y
On call/standby rota	Y