

Temporary Chief Constable Recruitment Brochure 2025



STAFFORDSHIRE COMMISSIONER
Police | Fire and Rescue | Crime

Introduction



Welcome to Staffordshire, and thank you for expressing an interest in joining our force as Temporary Chief Constable.

I am looking for an experienced individual who can provide stability and support the fresh and enthusiastic senior leadership team in the short to medium term.

We find ourselves in an unusual position, but over the last few weeks I have been impressed with the

talent and enthusiasm of people like yourself, who have stepped forward to lead our hardworking officers and staff, and support our communities.

Staffordshire is a comparatively safe place and you are applying to lead an excellent and committed organisation that has made considerable progress in the last few years. HMICFRS has recognised improvements across the force since it discharged it from 'Engage' last year.

A new Policing Plan is in place which strongly reflects the priorities I set out in my Police & Crime Plan 2024-2028 and seeks to continue the force's 'journey to outstanding'.

There is much to do and I do not want to lose time in achieving our objectives, which are ambitious, shared and well understood, whilst preparing for our next HMICFRS PEEL inspection scheduled for Spring 2025.

I need an excellent leader who has experience operating at Chief Constable or Deputy Chief Constable level, can clearly demonstrate they have the capability to do the job of Chief Constable in Staffordshire, and can hit the ground running, providing leadership, grip and direction for the organisation.

I have a clear set of priorities in my Police & Crime Plan which build on those set out in my first term of office.

Central to it is the delivery of outstanding local policing services to improve public confidence. I expect Staffordshire Police to get even closer to communities, to really understand what matters to them, and be proactive in solving their concerns.

The force must be easy to contact, focused on the needs of victims, provide excellent customer service and be proficient and professional in everything they do.

I believe this will mean people are safer and feel safer, and are confident in and proud of Staffordshire Police, an ambition which the service leader will need to share.

Introduction continued...

Preventing harm and protecting vulnerable people is also vital and I recognise that responsibility to do this effectively extends beyond policing. We have strong working relationships in place with partner organisations to hold them to account for their contributions and commission a range of services aimed at challenging and supporting people to make life choices that will steer them away from offending and reoffending.

During a time of financial uncertainty, local government reorganisation and public service reform, I want you to be a strong player in this collective effort and ensure our partnerships have real impact.

Organisationally, I want to see the force continue towards being 'match fit' to meet these challenges. Our officers and staff must be properly led, supported and equipped. We have considerably improved the technology, buildings, vehicles and other equipment available to them, but there is still more to do.

I am looking to you to deliver on these priorities as they are what the public have told me they want to see in Staffordshire.

I will be using the College of Policing guidance to assess your abilities, and in particular would like to see a real focus on creating a culture where performance and productivity are valued.

This will be driven by high-performing teams that focus on getting the basics of policing right and have pride in Staffordshire Police. To set the standard, you will have the highest levels of integrity and be visible to staff and partners alike.

Given our ambitions, I anticipate that our Temporary Chief Constable will wish to contribute to national policy but to focus their time and energy on Staffordshire.

I look forward to an excellent working relationship with our temporary Chief Constable and their senior team.

Effective governance, honesty, openness and transparency are important to me, and I encourage a relationship where everyone is free to speak truth to power. Combined, these factors will ensure we make the right decisions, and deliver an excellent service to the residents of Staffordshire

Thank you again for your interest in the role. I look forward to receiving your application.

Ben Adams
Police, Fire & Crime
Commissioner

Finance



Budget

£277.6m

66 pence

per person per day



About Staffordshire



1.16m
people

488,600

households



1,049 square miles

Motorways

64.5 miles



A roads

543.5 miles

Minor roads

3,895.5 miles

Officers and staff



2,002

Officers

171

PCSOs

1,492

Police Staff

121

Special Constables

360

Volunteers



Over the past year there were:



204,361

calls to 999



288,340

calls to 101



87.2%

999 in 10 seconds



69.1%

satisfaction after
police contact



1,813

police complaints

259,376

incidents

86,232

crimes

8,665

neighbourhood crimes

36,450

violent crimes



15,097

counts of anti-social behaviour

17,175

arrests

6,223

people stopped and searched



83%

of victims of crime
satisfied with the way the
incident was investigated

58,000

crime victims
referred to the
Victim Gateway



Police & Crime Plan Priorities

Priority 1

An outstanding local Police service



Closer to communities to really understand what matters to them and proactive in solving their concerns. Easy to contact, focused on the needs of victims and providing excellent customer service. Proficient and professional in everything they do. This will mean that people are safer and feel safer, and are confident in and proud of Staffordshire Police.

Priority 2

Preventing and protecting



'Prevent harm and protect people (particularly children and those who are vulnerable) by intervening early, ensuring they are appropriately safeguarded and receive the help and support they need. Challenge and support people to make life choices that will prevent them from offending or reoffending. Doing so will mean fewer victims of crime.'

Priority 3

Supporting victims



Ensure that victims (which includes witnesses) are treated with respect and empathy to ensure they remain confident in the force's response and are provided with high quality, specialist support services so they feel able to cope and recover from the impact of crime and ASB.

Priority 4

Impactful partnerships



Bring partners together and ensure the appropriate agency plays to its strengths in preventing crime and ASB, protecting people from harm, supporting those affected and delivering justice. Encourage people to get more involved in shaping priorities, volunteering and helping to solve problems in their community.

Plan on a Page 2025-2027



Our vision

A safe and confident Staffordshire, secured by an outstanding local police service that is passionate about serving the public, caring for its people and working in partnership

An outstanding local police service that cares

Our focus	<div><div>Ensure Safe and Confident Communities</div><ul style="list-style-type: none">• Prevent and reduce crime whilst protecting the most vulnerable• Enhance the service we provide to improve public confidence and trust• Provide a responsive service placing victims and the most vulnerable at the heart of what we do• Deliver high quality investigations, protecting the vulnerable and improving outcomes for our victims• Be accessible and responsive to calls for service• Listen to our communities, reduce demand and repeat victimisation• Ensure a visible and responsive neighbourhood policing service, that will meet the needs of our communities and the government's Neighbourhood Policing Guarantee• Support delivery of the Police, Fire and Crime Commissioners Police and Crime Plan<div>Deliver what matters to victims and our communities</div></div>	<div><div>Develop an Exceptional Workforce</div><ul style="list-style-type: none">• Support the wellbeing of our people, with a focus on those dealing with the highest harm• Ensure the highest standards of professional behaviour• Create a diverse and inclusive workplace, becoming an employer of choice• Develop engaged, modern and empowered leaders• Ensure we have the right people, with the right skills, in the right place• Engage and communicate with our diverse workforce in a way that matters and unlocks potential• Support our workforce in becoming data and digitally confident and capable• Ensure our culture and behaviour is victim focused, making every contact count<div>Respect, inspire and support each other</div></div>	<div><div>Develop Active and Productive Partnerships</div><ul style="list-style-type: none">• Maximise collaboration, with a focus on building on our strong relationship with Staffordshire Fire and Rescue Service, and our local authority partners• Work with partners and our communities to problem solve the issues that matter most, with a focus on safeguarding the most vulnerable• Ensure that with our partners, the right organisations are supporting our communities, including through Right Care, Right Person• Build resilience and preparedness to respond effectively to emergency and routine incidents• Ensure that through our partnerships we deliver on our commitment to prioritise harm prevention• Improve processes for sharing information across a range of partnerships• Work and collaborate with commercial organisations to help deliver cost-effective and outstanding services to the public<div>Think and act collaboratively – doing better, together</div></div>	<div><div>Build an Outstanding Organisation</div><ul style="list-style-type: none">• Deliver the Efficiency Programme 2025-29• Provide the right sustainable estate, fleet, equipment and support services• Improve resource planning to align people, capabilities and skills• Use data, information and digital capabilities to improve our efficiency and effectiveness• Embed a culture of continuous improvement through audit, assurance and learning• Deliver an efficient and effective police service through good governance, strategic planning and organisational change• Become a data driven organisation, making decisions based on data, insights and 'what works'<div>Be efficient and effective in all we do</div></div>

Our values

Caring

Collaborative

Accountable

Advert

Post Title:	Temporary Chief Constable of Staffordshire Police
Accountable to:	Staffordshire Police, Fire and Crime Commissioner
Location:	Staffordshire Police HQ, Weston Road, Stafford and flexible across the County as required
Salary:	£181,575 pa
Contract:	Six months FTC with option to extend
Benefits include:	£10,000 pa vehicle allowance, or alternatively vehicle provided

The Temporary Chief Constable has overall responsibility for leading Staffordshire Police. They will be responsible for setting a direction and culture that builds public and organisational confidence and trust. They will be responsible for enabling the delivery of a professional, effective and efficient policing service for today and the future.

The Temporary Chief Constable will be expected to embed genuine empowerment and accountability at all levels of the workforce. They will ensure that every level of the organisation is enabled to deliver an outstanding police service to improve public confidence, by understanding and responding to public needs, getting closer to the communities and being proactive in solving their concerns.

The Temporary Chief Constable is directly accountable for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents. They are responsible for influencing the development of regional and national policing and may be responsible for national operations or standard setting.

The Temporary Chief Constable will need to lead all aspects of the organisation, ensuring best value for money through responsible budget and workforce management and development. They will use evidence-based decision making to deliver measurable results.

As a Corporation Sole, the Temporary Chief Constable is responsible for fulfilling all statutory and legal obligations of the Office of the Chief Constable and complying with any Schemes of Governance or Consent, that determine force governance arrangements. Please refer to the [Role Profile](#) for further details regarding the role purpose and key accountabilities.

The successful candidate will be expected to deliver against Staffordshire's Policing Plan 2025-2027, and the Commissioner's Police and Crime Plan 2024-2028.

Application and Selection Process

Applications

The closing date for applications is **15 September 2025**, at 12:00 midday. Candidates are asked to provide a CV, expression of interest letter (max 2,000 words), and complete a [Declaration of Interest form](#). Please email all three documents to Louise Clayton, Chief Executive: louise.clayton@staffordshire-pfcc.gov.uk

For an informal discussion with Ben Adams or Louise Clayton, or to arrange a familiarisation visit at Staffordshire Police HQ, please contact Louise Clayton.

The expression of interest letter should outline why you would like to be the Temporary Chief Constable for Staffordshire Police. We want to hear why you think you are the right person for this role and for Staffordshire. We are keen to understand what you know about Staffordshire Police and the Staffordshire Commissioner's priorities, what skills and experience you will bring to provide stability for Staffordshire and how you will build on the improvements made during the last few years to make Staffordshire Police an outstanding local police force.

Selection Process

All information submitted by applicants will be considered by the Police, Fire & Crime Commissioner and his shortlisting panel. Evidence will be drawn from the expression of interest letter and CV, including how you meet the criteria set out in the [Competencies and Values Framework](#) and the skills as detailed in the [Role Profile](#).

The following checks will be undertaken during the shortlisting stage, prior to interview:

- Social media sweep
- Two references

Please be aware of the key dates set out below and ensure that, should you be shortlisted, you are available for the date indicated.

Shortlisted applicants will be informed no later than **19 September 2025**; if successful, candidates will be invited to Staffordshire Police HQ for an interview on **29 September 2025**.

The process, and what we're looking for

In the interest of openness and transparency, and as a means of ensuring that we progress Temporary Chief Constable arrangements in a way that promotes integrity and confidence, we have decided that it is right to run this process rather than direct appoint.

We are involving stakeholders wherever possible, including the Staffordshire Police workforce, as well as partners from relevant bodies both locally and nationally and from the wider policing family.

As we are not running a substantive recruitment process there will be no requirement for the Police and Crime Panel confirmatory hearing as part of this process.

Rather than complete a full application as per the substantive process, we want to hear from you in your expression of interest letter about why you think you are the right person for this role and for Staffordshire.

We are keen to understand what your research has told you about Staffordshire Police and the PFCC's priorities and we want to know what skills and experience you will bring to build on the improvements made during the last few years to make Staffordshire Police an outstanding local police force.

We want to know how you will lead Staffordshire Police through challenging times, both locally and nationally.

