

Post: Standards and Scrutiny Manager  
Location: Office of the Police and Crime Commissioner, Ladgate Lane, Middlesbrough  
Contract: Permanent  
Scale: PO 4 / 8 (Subject to job evaluation)  
Salary: £33,264 - £40,116  
Hours: Full Time 37 hours per week

Barry Coppinger is Cleveland's Police and Crime Commissioner (PCC). He was re-elected in May 2016 and set out clear expectations for standards and ethics. He has an exciting programme that includes a fresh approach to public concerns and complaints. To achieve this, he needs a Standards and Scrutiny Manager.

The Standards and Scrutiny Manager will manage ethics, standards and performance work for the PCC. The Manager will:

- design, deliver, evaluate, and review a programme of scrutiny that is constructive, robust and valued by the force and its partners as well as the public; that is evidence based and uses independent information rather than traditional reporting from the force;
- continue to develop the approach to effective, speedy resolution of public concerns and complaints about police service and conduct;
- develop the Commissioner's scrutiny processes;
- refine the way that the PCC holds the Force to account for effective performance across the board;
- lead on complementary scrutiny areas such as the Independent Custody Visitor Scheme; and
- lead a team focusing on these areas of business and work closely with the Force's Professional Standards Department to drive forward a proactive approach to ethics and standards work, making a key contribution to reinforcing public confidence in the police service.

The Standards and Scrutiny Manager needs to be someone who is a good leader, working closely with the PCC and senior managers and reporting to the Assistant Chief Executive; open, resilient and tenacious; objective and strong; with excellent interpersonal skills to break down some of the barriers around scrutiny and organisational hierarchies.

We are looking for an individual whose passion for service improvement and development is matched by their management aptitude and their strong commitment to professional ethics and standards. Experience of working with partners in a public service environment or experience of customer service within a large and complex organisation is essential – but equally important are the personal qualities you will bring to the role and your drive to make a real difference.

Are you interested? For an informal discussion and to find out more about the role, please contact

- Joanne Hodgkinson, Assistant Chief Executive & Deputy Monitoring Officer on Tel: 01642 301635; or
- Simon Dennis, Chief Executive & Monitoring Officer to the Office of the Police and Crime Commissioner for Cleveland on 01642 301653

Application forms should be completed on the Cleveland Police E/Recruitment system at [\[hyperlink\]](#) no later than 11.55 pm on the [\[closing date\]](#)

Interviews will be arranged as soon as possible after the closing date to suit shortlisted candidates' availability.