

Chief Constable of Cleveland Police

JOB DESCRIPTION

Job Title	Chief Constable
Service Unit	Cleveland Police
Team	Cleveland Executive Team
Responsible to	Police and Crime Commissioner for Cleveland
Salary Range	In line with National Pay Scale set for Force
Vetting Status	SC

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Job Purpose:

To provide inspirational leadership to Cleveland Police and to ensure that the Force becomes – and remains – an outstanding police service.

To provide inspirational leadership to the Executive command team to drive forward organisational change, delivering improved results, increased satisfaction and increased efficiency.

Have overall responsibility for the strategic development, integrity, cultural change and performance standards of the Force.

The direction and control of Cleveland Police in order to provide Cleveland with an effective and efficient Police Service and the fulfilment of all the statutory and legal obligations of the office of Chief Constable.

Principal Duties & Responsibilities:

To work closely together with the Police & Crime Commissioner, to deliver the objectives set out in the Commissioner's Police & Crime Plan and to take responsibility for the role, powers and duties of the Chief Officer of Police as provided for by law and by local, regional and national governance frameworks, including but not limited to:

Serving the Public

Create and maintain positive, effective relationships with the Police and Crime Commissioner.

Have regard to the Strategic Policing Requirement when exercising and planning policing functions in respect of the Force's national and international policing responsibilities.

Leading Strategic Change

Oversee the implementation, development, monitoring and review of strategies that will lead to the delivery of the targets in the Commissioner's Police and Crime Plan.

Deliver the highest possible quality of policing services, using talent and experience from within the Force to attain a level that should see Cleveland considered visionary in its approaches to service delivery.

Leading the Workforce

To listen to communities and to the Force's personnel – ensuring that Cleveland Police more closely reflects the diversity of the communities its serves and becomes an employer of choice for all.

The ability to provide credible and visible leadership which inspires individuals to achieve organisational goals.

The ability to create a culture that enables officers and staff to fulfil their potential on an individual and collective basis.

To safeguard staff morale and harness the full potential of all staff towards achieving the organisational goals.

Lead and embed organisational changes by developing, implementing, monitoring and reviewing programmes.

Ensure a culture of both effective crime investigation and prevention at all levels of policing, with focus on the needs of victims and witnesses.

Managing Performance

Support the delivery of the objectives and priorities as set out in the Commissioner's Police and Crime Plan.

Improve the performance of the Force by accurately analysing the strengths and weaknesses of teams and of individuals, and taking appropriate steps to improve effectiveness and team-working.

In consultation with the Commissioner, monitor and review performance to ensure that improvement is continuous and the Force is positioned in the top quartile nationally for performance.

Professionalism

Lead by example to create and uphold a culture and vision of acceptance of change in all parts of the organisation, and demonstrate an open-minded approach to receiving new ideas.

Personally set and promote exceptionally high standards of professional integrity and ethics, leading and embedding those standards to transform the Force's standing in this area of strategic change; and thereby to champion the importance of public confidence in policing and quality of service to the public.

To represent the Force at a local, regional and national level to promote a positive image of Cleveland, Cleveland Police and the Police and Crime Commissioner for Cleveland, including openness to challenge, change and learning where appropriate.

Decision Making

To take responsibility for operational decision-making as provided for by law, including but not limited to the provisions of the Police Reform & Social Responsibility Act 2011 and the Policing Protocol Order 2011.

To exercise decision-making responsibility in corporate matters, in a collegiate

Ensure that finance and resources match organisational plans, including the re-prioritisation of existing resources to meet future needs.

Maximise the efficient use of resources in cooperation with the Commissioner, ensuring that the Force achieves positive recognition for its efficiency.

Explore collaborative opportunities that improve the efficiency and effectiveness of policing.

Work with the Commissioner to make further efficiency improvements to the Force estate to ensure it is optimised for operational purposes.

To ensure value for money is achieved and demonstrated publicly.

Working with Others

Lead the development of a partnership culture, internally and externally, ensuring the Force exercises effective influence with other partners to successfully deliver community safety strategies.

Take responsibility for the development of a high achieving and motivated Chief Officer Team, and plan effectively for succession within the organisation.

Effective Communication

Effectively engage the media in line with national guidance and best practice to be the operational voice of policing in the Force area.

Make use of appropriate communication channels to engage with the people of Cleveland and utilise these channels to establish and develop effective two-way communication.

Respect for Diversity

Understand and develop positive relationships with the changing, diverse society in an inclusive way.

Promote and champion equality of opportunity, diversity and human rights, both internally and externally.

Review and enhance policies, procedures and practices within the Force to recruit and maintain a workforce that reflects the communities it serves.

General

To undertake such other tasks commensurate with the rank of Chief Constable as the Police and Crime Commissioner shall require.

Note

The above list is not exhaustive and other duties commensurate with the grade and general nature of the post may, from time to time, be required. In addition, there may be some variation and/or development of the above duties and responsibilities without changing the general nature of the post

All Staff are to comply with confidentiality and principles laid down in the Data Protection Act (DPA) and the Management of Police Information (MOPI).

All post holders to comply with health and safety legislation.

All Staff are expected to demonstrate a commitment to the principles of equality of opportunity and fairness of treatment for all within Cleveland Police.

PERSON SPECIFICATION

	Essential knowledge, skills and experience	Desirable knowledge, skills and experience
Knowledge/ Qualifications	Completed and passed to a satisfactory standard the Senior Police National Assessment Centre and the Strategic Command Course; and/or eligible to be appointed to the role of Chief Constable by virtue of the law regulating such appointments (the law at the time of writing being a requirement to be a constable or be otherwise covered by the Appointment of Chief Officers of Police (Overseas Police Forces) Regulations 2014)	
Experience	<p>A demonstrable track record of exceptional experience of working at a strategic level, including the operational command of police officers at senior leadership level;</p> <p>Demonstrable experience of Strong internal and external leadership, in particular effective communication and successful engagement in partnerships in the public, private and voluntary sectors;</p>	
Skills/ Abilities	<p>Demonstrable evidence of the personal qualities / behavioural indicators required for the rank of Chief Constable in line with the Policing Professional Framework (PPF);</p> <p>Innovation and strategic-thinking, with experience of overseeing change and organisational development.;</p> <p>Exceptional drive and ambition, with the ability to deliver high standards;</p> <p>The ability to demonstrate and promote high standards of professional conduct and integrity.</p>	

<p>Other</p>	<p>An ability to consider complex issues and reach confident, proportionate and sound decisions in times of uncertainty.</p> <p>A commitment to community and customer focus at a Senior Leadership level.</p>	
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**Policing Professional Framework
 Executive Team**

Personal Qualities	Behavioural indicators
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 understands 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

	<p>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.</p>
Working with Others	<p>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.</p>