



CHIEF CONSTABLE RECRUITMENT BRIEF

MAY 2026



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MESSAGE FROM THE POLICE & CRIME COMMISSIONER

Thank you for your interest in becoming the next Chief Constable of Suffolk Constabulary.

Suffolk Constabulary is a very good force. It is currently ranked second lowest for recorded crime in the country and graded 'Good' by the HMICFRS which is a huge credit to the outgoing Chief, particularly considering the pressures we face as one of the lowest funded police forces per capita in the country.

Punching well above its weight, Suffolk Constabulary does a good job for the residents and businesses in the county.

Recorded crime has fallen consistently over the past few years and the successful introduction of Right Care Right Person and a new local policing model has helped improve public confidence and uniformed visibility.

Looking forward, the political and policing landscape may change dramatically but I see this as a fantastic opportunity for a new Chief Constable to be here at the vanguard of that change; an opportunity to help us shape how Suffolk will be policed in the future.

The potential for imposing major force mergers carries huge risks, especially in rural force areas such as Suffolk. My fear is rural areas will be marginalised at the expense of larger, metropolitan forces; I want a Chief who will stand up for

Suffolk in these discussions. There is uncertainty ahead for every force but exciting challenges on the horizon too.

The new Chief will be a person who unashamedly puts the interests of Suffolk first and is not swayed from that commitment. People in Suffolk are rightly proud of their force and I expect the new Chief Constable to build on this favourable position.

My business experience has helped reinforce my view that reducing and preventing crime indirectly supports economic growth which is something desperately required during these globally troubled times. I have adopted the phrase 'Suffolk plc' which in essence means everyone working together - public, private and voluntary sector - to harness the tremendous power of collaboration; to that end an understanding of this concept and its principles are paramount.

The successful candidate will demonstrate how important it is to represent all people including those who live and work in rural areas who pay their dues like everyone else and that includes helping shape a good future for our younger generations.

If you feel you are the right person to take on this challenge, you will find more information about the Constabulary and our beautiful county in this brochure.

You'll also find detail of the information pack and application form which are available to download from my website – www.suffolk-pcc.gov.uk.

Background documents such as the Police and Crime Plan and the Annual Report can also be found on the website.

If you would like an informal discussion prior to applying, please contact my Chief Executive, Darren Horsman (darren.horsman1@suffolk.police.uk).

If you believe you are the right person to make Suffolk an even safer place in which to live, work, travel and invest, I wish you well in your application.



Tim Passmore

Tim Passmore
Suffolk's Police and
Crime Commissioner



WELCOME TO SUFFOLK

SUFFOLK CONSTABULARY SERVES A POPULATION OF 786,231 WITH APPROXIMATELY 1,425 POLICE OFFICERS, 1,012 POLICE STAFF, 90 SPECIAL CONSTABLES, 100 POLICE SUPPORT VOLUNTEERS AND 130 POLICE CADETS. THERE ARE APPROXIMATELY 1.8 POLICE OFFICERS PER 1,000 RESIDENTS.



The Constabulary covers 1,466 square miles across a county that is largely rural with 42% of the population living in rural areas. Ipswich is the county town and there are a number of vibrant urban areas.

It has 60 miles of coastline that stretches from Lowestoft to Felixstowe (one of the largest containers ports in Europe), four military bases and a nuclear power station at Sizewell.

The county's population has grown by 7.9% since 2011 and is expected to rise to over 828,700

by 2043; 24% of Suffolk residents are aged 65 and above.

Tourism is a cornerstone of Suffolk's economy, generating around £2 billion annually.

In Suffolk there are nine policing localities:

Mildenhall, Bury St Edmunds, Sudbury, Stowmarket, Ipswich West & Hadleigh, Ipswich Central, Ipswich East, Felixstowe & Woodbridge and Lowestoft & Halesworth.





COLLABORATION, IMPROVEMENT AND INNOVATION

THE TOTAL FUNDING FOR POLICING IN 2026/27 IS £205.62MILLION.

Suffolk Constabulary's collaboration with Norfolk Constabulary is one of the most successful in the country and has yielded savings for Suffolk of £24.7m annually on a recurring basis up to the end of March 2025.

The 7Force Strategic Collaboration Programme, established in 2015, works across the Eastern Region. The force areas that form the collaboration are Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk, Suffolk, Essex and Kent. The programme covers a geographic area of more than 9,000 square miles, serving nearly 8 million residents, making it one of the most ambitious police partnership programmes ever undertaken.

A successful partnership with Suffolk Fire and Rescue Services has seen the opening of 13 joint police/fire stations across the county. Our joint estates programme is one of the most significant examples

of joint working nationally and an excellent example of what can be achieved by pooling resources and working together.

Suffolk has embarked on a significant investment programme to relocate its public contact management functions, including the Contact and Control Room (CCR). We have made huge strides to modernise the service and make it more responsive to the needs of the public, and in particular, to victims, witnesses and everyone who needs our support or help. The purchase of Landmark House on the outskirts of Ipswich is the next important step in this multi-year investment in the CCR following earlier investment through the policing precept.

FOR MORE INFORMATION ABOUT SUFFOLK CONSTABULARY
GO TO: SUFFOLK.POLICE.UK

IN A TYPICAL
WEEK, SUFFOLK
CONSTABULARY
DEALS WITH:

2140
EMERGENCY
999 CALLS



2648
REPORTED
INCIDENTS



865
CRIMES
REPORTED



53
SEXUAL
OFFENCES



360
VIOLENT
CRIMES





LIFE IN SUFFOLK



EXPLORE THE COUNTY OF SUFFOLK BY CLICKING THE LINKS BELOW





POLICE AND CRIME PLAN

Following his re-election in 2024, the Police and Crime Commissioner published his fourth Police and Crime Plan.

This current plan is structured around three key themes which are fundamental to the delivery of the role of the Police and Crime Commissioner.

The plan gives the Constabulary the clarity it needs to take the PCC's vision forward and gives the public a clear picture of the PCC's objectives to make Suffolk a safer place in which to live, work, travel and invest.



THEME 1

An efficient and effective police force for Suffolk



THEME 2

Commissioning services which support victims of crime and investing in initiatives which reduce crime, disorder, reoffending and prevent victimisation



THEME 3

Effective engagement with communities, and working with partner agencies, to enhance community safety and criminal justice

Full detail of the Police and Crime Plan is available on the PCC's website: www.suffolk-pcc.gov.uk



ADVERTISEMENT

CHIEF CONSTABLE

Salary | £188,656 plus allowances – Fixed 5-year contract
Location | Police Headquarters, Martlesham Heath, Suffolk

The PCC for Suffolk is seeking to appoint a new Chief Constable. Applications are invited from suitably qualified senior police officers who can help the Constabulary build on its strong foundation at a time of significant change and opportunity.

Suffolk continues to be one of the safest places in which to live, work, travel and invest – and is served by a Constabulary dedicated to doing the best for the public. The person sought by the PCC will need to embrace his vision, build on this strong base and continue to drive ongoing improvement.

The successful candidate will need to –

- Deliver outcomes as set out in the PCC’s Police & Crime Plan;
- Create a safer Suffolk by protecting people from crime and harm;
- Lead the Constabulary in its strategic management and development to ensure enhanced productivity, value for money and continuous improvement in challenging financial circumstances;
- Be a strong effective leader of the Constabulary, communicating a consistent, forward-looking and inspiring vision to all;
- Undertake a leading role in promoting strategies that ensure a top-quality service and high levels of public confidence;
- Consolidate and augment the extensive collaboration undertaken by the Constabulary;
- Work with partners to deliver the police and crime objectives and enhance the delivery of community safety outcomes.

The appointment will be offered for a fixed term of five years. The salary is £188,656 (spot rate) plus the allowances applicable, including appropriate removal/relocation expenses. The appointment will be subject to vetting and medical clearances and to the provisions of the relevant Police Acts, Regulations and Determinations.

The Office of the Police and Crime Commissioner is committed to equal opportunities and welcomes applications for this post from all sections of the community.

| | |
|--------------------------------------|---------------------|
| Closing date for applications | 10am on 8 June 2026 |
| Date for shortlisting | 10 June 2026 |
| Familiarisation date | 19 June 2026 |
| Dates for final interviews | 22 and 23 June 2026 |

The appointment is also subject to a Confirmation Hearing by the Suffolk Police & Crime Panel to be held on 17 July 2026.

Candidates are asked to complete the application form and produce a short two-minute video setting out “Why Suffolk?”. Details of how to upload this will be sent through to applicants.

Further information and application packs may be downloaded from the PCC’s website and can also be obtained by contacting Darren Horsman, OPCC Chief Executive via e-mail darren.horsman1@suffolk.police.uk.

COMPREHENSIVE ROLE PROFILE

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.

PURPOSE OF THE JOB:

The Chief Constable has overall responsibility for leading the Constabulary. They will need to deliver the police and crime plan and nurture/set a 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. They are also responsible for influencing the development of regional and national policing.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable in line with our Scheme of Governance.

MAIN RESPONSIBILITIES:

- Set and ensure the implementation of organisational and operational strategy for the Constabulary, having due regard to the Police and Crime Commissioner's Police and Crime Plan.
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol and based on openness and transparency.
- Develop and maintain governance arrangements and processes within the Constabulary, to ensure effective decision making and appropriate action at all levels of the organisation and its enabling services.
- Lead the Constabulary, communicating a clear direction, setting organisational culture, and promoting values, ethics, and high standards of professional conduct.
- Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, professional development, and performance management.

- Develop and maintain strategic relationships with local partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context.
- Hold accountability for police financial management and determine functional budgets within the agreed framework defined by the Police and Crime Commissioner.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force's operational strategies.
- Advise national bodies 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.
- Represent the Constabulary 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 in policing.
- Play an active national role in the development of the Police Service and 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.



COMPREHENSIVE ROLE PROFILE CONTINUED

PERSON SPECIFICATION

Prior education and experience

- A demonstrable track record of successful experience of operational law enforcement at a strategic level, including the leadership of senior officers and staff and up to date technical policing knowledge.
- Experience of successfully engaging with and influencing multi-agency partnerships to generate collaborative outcomes and of leading change and innovation.
- Experience of accountability for management of significant budgets, and of collaborative leadership in this area.
- Knowledge of strategic context for policing, locally, regionally, and nationally.
- Authorising Officer Training.
- Has held rank of ACC/Commander or a more senior rank in a UK Police Service (or have held one of the designated roles if appointed from overseas).

Skills

- Leading, developing, and inspiring people, engaging the whole team on strategic priorities, values, and behaviours.
- Able to reflect on and hold themselves, individuals, and the organisation to account for performance and behaviours.
- Skilled in building and maintaining strategic stakeholder relationships, being able to resolve issues and to reconcile conflicts of interest.
- Able to create strategic organisational change, to develop strategies and responses to emerging trends and issues.
- Able to operate with high levels of political astuteness, with high levels of commercial acumen, skilled in impacting the internal and external political landscape effectively.
- Strong communication, problem solving and influencing skills.

Competencies, values and core skills

The competency and values framework (CVF) describes the behaviours required by police officers and staff to be effective in their roles and uphold the Code of Ethics for policing.

The CVF has three values that apply to everyone in policing, regardless of their role or seniority.

- Courage
- Respect and empathy
- Public service

The CVF has six competencies, which are split into levels. This role should be operating at following competencies at Level 3.

- We are emotionally aware
- We take ownership
- We collaborate
- We support and inspire
- We analyse critically
- We are innovative and open-minded

The full Competency and Values Framework can be found on the College of Policing website.

Continuing Professional Development (CPD) will be expected in line with the College of Policing's CPD Framework.

TERMS AND CONDITIONS

The appointment of Chief Constable will be made in accordance with the provisions of the Police Acts, Regulations and Determinations and any other relevant legislation and will be subject to the outcome of the Confirmation Hearing by the Police and Crime Panel.

The term of appointment will be for a five-year period with any extension(s) to that term requiring the approval of the Police and Crime Commissioner.

Three months written notice is required to end the appointment before the end of the five-year term. A shorter notice may be accepted by the Police and Crime Commissioner.

The salary for the position is £188,656.

The majority of work will be carried out from Police Headquarters, Martlesham Heath. However, the nature of the work will require travel throughout Suffolk, the Eastern Region and nationally. The successful applicant will be required to reside within a reasonable travelling distance of Police Headquarters for operational purposes, and which is subject to the agreement of the Police and Crime Commissioner.

The successful applicant will receive allowances in accordance with Police Regulations.

The successful applicant will be provided with a "company car" up to the value of £40,000 or an equivalent allowance.

NPCC and other national representational work may only be undertaken following consultation with the Police and Crime Commissioner. The Chief Constable must take account of any observations

the Police and Crime Commissioner may make prior to agreeing to such work.

The Commissioner commits to and encourages your professional development. Reasonable investment in your professional development will be discussed and where agreed, approved as part of such performance and development arrangements.

Primary and secondary legislation governs the relationship of accountability between the Chief Constable and the Police and Crime Commissioner. Annual objectives will be set in collaboration, and the post holder must commit to regularly discussing progress.

Where relocation of the successful applicant's home is required to take up the post, reasonable removal and relocation expenses and any tax liability arising thereon will be paid in accordance with Police Regulations on the production of receipts.

In the event that the successful applicant's appointment ceases then the amount of the removal and relocation expenses paid will be repaid to the Commissioner by reference to the following time periods and percentages:

- appointment ceasing within 1 year: 75% repayable;
- appointment ceasing within 2 years: 50% repayable;
- appointment ceasing within 3 years: 25% repayable.

The successful applicant will be entitled to annual leave in accordance with Police Regulations currently 35 days. The number of days that may be carried over from one year to the next is 5 days.

The successful applicant will be required to devote their whole-time service to fulfilling the duties of the Chief Constable and shall not take up any other additional appointment or role, or undertake a business interest without the prior written consent of the Police and Crime Commissioner.

Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment and reference checks. The appointment will also be subject to security clearance at Management Level (MV) and Development (DV) vetting level if not in place on appointment and this will remain a requirement of the post. A formal offer of appointment will not be made until the pre-employment checks have been completed to the satisfaction of the Police and Crime Commissioner.

The CPOSA insurance (non-personal) element will be paid for from police funds to be reviewed by the Police and Crime Commissioner from time to time in accordance with national policy developments. The successful applicant will be required to pay the CPOSA insurance protective element and their membership subscription themselves.

It is a condition of appointment that the successful applicant will comply with the system for approving post-service employment introduced by the Home Office in November 2017.

SELECTION PROCESS

11 MAY

Recruitment process commences

8 JUNE

Closing date for applications (10am)

10 JUNE

Shortlisting

19 JUNE

Familiarisation day

22/23 JUNE

Selection and Assessment Centre

25 JUNE

Successful candidate identified

17 JULY

Suffolk Police & Crime Panel Confirmation Hearing







PRIVACY NOTICE

The Police and Crime Commissioner for Suffolk (PCC) is a data controller for the purposes of the General Data Protection Regulation (GDPR). In the discharge of his statutory functions he of necessity collects personal data from data subjects.

The PCC in pursuance of his statutory functions appoints the Chief Constable. In order to make this appointment he requires access to the personal data of applicants. The data collected in the application process will be used to make an appointment decision. In the case of unsuccessful applicants the data will be retained and disposed of in accordance with the time period specified in the PCC's GDPR Policy (available on the PCC website). Where an applicant is successful the applicant's data will be retained and disposed of, again in accordance with the time period in the GDPR policy. Personal data obtained from the successful applicant will be used to facilitate the successful delivery of the appointment. It will be shared with Suffolk Constabulary in order to deliver where appropriate the functions relating to service delivery, HR, pension, payroll, ICT and vetting and such other necessary functions.

Your personal data will only be reasonably used to enable the discharge of statutory functions. The PCC has adopted a GDPR Policy which sets out his approach to handling personal data. It is available through the PCC's website or alternatively a copy may be requested by contacting the PCC at the address below.

A data subject has the following rights under the GDPR:

- The right of access to their personal data;
- The right to require a controller to rectify errors in their personal data;
- The right to require a controller to delete their personal data if the continued processing of those data is not justified;
- The right to restrict the controller in the processing of their personal data;
- The right to transfer their personal data between controllers where appropriate;
- The right to object to the processing of their data in certain circumstances;
- The right not to be evaluated on the basis of automated processing.

These rights are explored in more detail in the PCC's GDPR Policy.

The contact details for the PCC are:

Police and Crime Commissioner for Suffolk
Police Headquarters
Martlesham Heath
Ipswich
IP5 3QS

Tel: 01473 782773

Email: spcc@suffolk.police.uk

Web: www.suffolk-pcc.gov.uk

