



JOB DESCRIPTION

JOB TITLE:	Chief Constable
SCALE:	£188,656
SUPERVISION AND CONTROL:	Police and Crime Commissioner
PLACE OF WORK:	Suffolk Police Headquarters, Martlesham Heath, Suffolk

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:

1. 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.

2. 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.
3. 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.
4. Lead the Constabulary, communicating a clear direction, setting organisational culture, and promoting values, ethics, and high standards of professional conduct.
5. 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.
6. Develop and maintain strategic relationships with local partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context.
7. Hold accountability for police financial management and determine functional budgets within the agreed framework defined by the Police and Crime Commissioner.
8. 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.
9. 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.
10. 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.
11. 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.
12. Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.

PERSON SPECIFICATION

Education, Qualifications, Skills, and Experience

Prior Education and Experience:

1. 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.
2. Experience of successfully engaging with and influencing multi-agency partnerships to generate collaborative outcomes and of leading change and innovation.
3. Experience of accountability for management of significant budgets, and of collaborative leadership in this area.
4. Knowledge of strategic context for policing, locally, regionally, and nationally.
5. Authorising Officer Training.
6. 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:

1. Leading, developing, and inspiring people, engaging the whole team on strategic priorities, values, and behaviours.
2. Able to reflect on and hold themselves, individuals, and the organisation to account for performance and behaviours.
3. Skilled in building and maintaining strategic stakeholder relationships, being able to resolve issues and to reconcile conflicts of interest.
4. Able to create strategic organisational change, to develop strategies and responses to emerging trends and issues.
5. 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.
6. 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 here:

<https://www.college.police.uk/career-learning/competency-and-values-framework>

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