



APPOINTMENT OF CHIEF CONSTABLE

SELECTION PROCESS

1. The appointment will be handled by a panel convened by the Police and Crime Commissioner. The panel will include the Commissioner, an appointed independent member and other members. The panel will be advised by a policing advisor and the OPCS Chief Executive.
2. Applications will be shortlisted against the competencies and values set out in the Comprehensive Role Profile.
3. The Assessment and Selection process will be designed to measure the extent to which each applicant meets the requirements of the Competency and Values Framework applicable to the post. The key dates for the process are as follows:

Closing date for applications on the application forms supplied and short two minute video.	10am Tuesday 7 July 2026
Shortlisting	As soon as possible after the closing date
Stakeholder Engagement Panels	Week commencing 27 July 2026
Assessments and Selection	Week commencing 27 July 2026
Confirmation Hearing – Police and Crime Panel	To be confirmed

4. Applicants must ensure their availability for the key relevant dates, namely the Stakeholder Engagement Panels, Assessments and Selection and the Confirmation Hearing.
5. Applicants who are shortlisted will receive further details about the Appointment Panel and the Stakeholder Engagement Panels and Assessment and Selection process to be held in the week commencing 27 July 2026.
6. Applicants will be reimbursed by the Police and Crime Commissioner in respect of reasonable travel expenses incurred in attending for the Stakeholder Engagement Panels, Assessment and Selection process and the Confirmation Hearing only. The Office of the Police and Crime Commissioner will arrange any reasonable overnight accommodation required in respect of the Stakeholder Engagement Panels, Assessment and Selection process and Confirmation Hearing.
7. Feedback on the outcome of the Assessment and Selection process will be provided to shortlisted candidates on request.
8. An opportunity to meet the PCC and his team, and key leaders will be arranged on request.
9. Applicants who wish to find out more about the role should in the first instance contact Darren Horsman, OPCC Chief Executive at darren.horsman1@suffolk.police.uk