



**Role Profile**

**Chief Constable**

<b>Post title</b>	Chief Constable
<b>Responsible to</b>	Police and Crime Commissioner for Nottinghamshire
<b>Scale and Salary Range</b>	£161,998 (PCC has flexibility to increase this up to 10%- £178,198)
<b>Vetting Status</b>	Developed Vetting
<b>Politically Restricted</b>	Yes
<b>CVF Level</b>	CVF Level 3

**Role Purpose**

The Chief Constable has overall responsibility for leading Nottinghamshire Police, creating a vision and setting direction and 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.

The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine force governance arrangements.

**Job Purpose**

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

To lead, support and continually develop the Chief Officer Team, actively demonstrating the force values, driving forward organisational change, delivering improved results, increasing satisfaction and efficiency.

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

To have overall responsibility for leading the Force, creating a vision and setting direction and culture for the Force that builds public and organisational confidence and trust and enables the delivery of an effective policing service.

To hold direct operational accountability for the policing response to crime and major and critical incidents and its effective command and leadership.

To be responsible for influencing the development of regional and national policing and may be



accountable for national operations or standard setting and is responsible for providing a professional, effective and efficient policing service.

To exercise direction and control of Nottinghamshire Police in order to provide Nottinghamshire with an effective and efficient Police Service and ensure the fulfilment of all the powers and duties of the office of Chief Constable - as a Corporation Sole the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with the Code of Corporate Governance which determines force governance arrangements and which set out the full roles and responsibilities of the Police and Crime Commissioner and Chief Constables respectively.

### **Principal Duties and Responsibilities**

1. Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.
2. Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
3. Develop and maintain governance arrangements and processes within the force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
4. Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
5. Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
6. Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
7. 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.
8. Lead and command the operational policing responses on occasion, in the highest risk and high-profile instances, in order to protect the public and ensure an appropriate and effective response.
9. Advise national bodies such as COBR 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. Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
11. Represent the Force 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.
12. Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
13. Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
14. Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

## Person Specification

### Values

The Chief Constable is expected not only to display but to lead and promulgate the Values set out in the Competency and Values Framework (CVF).

These values of Integrity, Impartiality, Public Service and Transparency provide a minimum benchmark that applicants will actively promote, role model and foster at all levels internally, externally and on a personal level.

As a role model, the Code of Ethics will be embedded in all activities and applicants will be recognised for treating people fairly, actively listening to understand and providing access to services and information in an appropriate way.

Leading Nottinghamshire Police, applicants will be recognised as a team player as well as a leader, working openly and adapting to get the best out of others, providing recognition and credit and working constructively and authentically to develop personally.

The remainder of the framework has six competencies that are clustered into three groups and applicants should be working towards or operating at Level 3.

### Essential Education, Skills and Experience

- Has held rank of ACC/Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas).
- Successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC).
- Authorising Officer Training.



- Wide ranging operational law enforcement experience.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation, actively role modelling new and agile working practices.
- Experience of accountability for management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

## Skills

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
- Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders.
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest.



- Skilled in leading, developing and inspiring people to develop a supportive and inclusive culture which empowers all officers and staff.
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.

### **Eligibility Requirements**

Applicants must meet the following requirements:

- Has held rank of Assistant Chief Constable, Commander or more senior rank in a UK Police Force
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course

For applicants from overseas, applicants must have served in an approved overseas police force at an approved rank

### **Application Process**

Eligible candidates are invited to apply by completing and submitting an application form.

Applications should be sent to: [Katy.lewis@notts.police.uk](mailto:Katy.lewis@notts.police.uk) and/ or [Lisa.Gilmour@notts.police.uk](mailto:Lisa.Gilmour@notts.police.uk) by 23:55hrs on Sunday 14 August 2022.

Candidates who are successful at the application stage will be provided with further information regarding the format and composition of the interview process.

### **Interview and Assessment Dates**

Interviews and assessment will take place over two days: **23 and 24 August 2022.**

Final dates and times will be confirmed to shortlisted candidates.

### **Equality and Diversity**

A fundamental requirement is that the appointments process promotes, demonstrates and upholds equality of opportunity and treatment to all applicants. We are committed to appointing on merit, in a way that is fair and open.

### **Further Information**

For further information about the role, you can contact Sharon Caddell, OPCC (Office of the Police and Crime Commissioner) Chief Executive and Monitoring Officer, in confidence for an informal discussion.

Prospective applicants are also encouraged to speak to our current Chief Constable, Craig Guildford.

If applicants wish to attend a familiarisation visit to the Force area, these can be arranged via the OPCC, by using the contact details below:

### Contact Details

Sharon Caddell via [Officepcc@notts.police.uk](mailto:Officepcc@notts.police.uk) or by calling 0115 844 5998

### Recruitment timetable

8 August up to 14 August 2022	CEO and PCC available for discussions with prospective CC candidates
25 August up to 14 August 2022	Facilitated conversations with Force Chief Officers, OPCC and partner agencies available for CC candidates
15 August 2022	Shortlisting
16 August 2022 up to 12pm, 17 August 2022	Psychometric testing of shortlisted candidates
<b>23 August 2022</b>	<b>Internal and external stakeholder panel interviews</b>
<b>24 August 2022</b>	<b>Final panel interviews of shortlisted candidate</b>
8 September 2022	Deadline for submission of confirmation hearing report, including Independent Panel Member report, to Police and Crime Panel
21 September 2022	Police and Crime Panel confirmation hearing for preferred candidate's proposed appointment as Nottinghamshire Chief Constable

### Terms and Conditions

#### Salary

Chief Constable salaries are set nationally and are dependent on the size of the Force. The Chief Constable for Nottinghamshire's salary is £161,998 per annum. The Police and Crime Commissioner has the discretion to vary the salary of the Chief Constable by up to 10%. The PCC has decided that the 10% uplift (£178,198) would be offered to an exceptional candidate who can deliver the following:

- Achievement of areas for improvement and improved overall grading in HMICFRS inspection, and Value for Money profiles
- Maintenance of the police uplift programme, with a focus on retention and increasing the diversity profile of the workforce
- Improvement in positive workforce culture, to be measured through internal stakeholder surveys

This salary will increase in line with national police pay settlements.

### **Length of Appointment**

The initial fixed term appointment will be for up to 5 years, which will be agreed as part of the final negotiations. The option for an extension will also be discussed.

### **Notice Period**

Termination of the fixed term appointment by the appointed person will require a three-month notice period to be provided to the PCC.

### **Benefits**

The post holder will be provided a car, services, insured, taxed and maintained by the PCC. A car allowance can be provided if preferred.

The PCC will provide reimbursement to the post holder of reasonable business expenses in line with Police regulations.

The PCC will meet the cost of the NPCC (National Police Chiefs Council) Professional Subscription and CPOSA (Chief Police Officers Staff Association) (Chief Police Officers Staff Association) Legal Expenses.

### **Continued Professional Development**

The PCC is keen to support the Continued Professional Development of the successful candidate and would look to align this with annual career conversation process.

### **Relocation**

The post holder's residence should be within a reasonable travelling distance of the Nottinghamshire Police estate to enable them to fulfil the responsibilities of the post.

Where the post holder moves 'home', and it is in the interest of efficiency and effectiveness of the Force, the PCC will pay all reasonable costs arising from the sale and purchase of property and removal expenses in line with national regulations.

### **Working Hours**

Working hours will not be less than 40 hours per week and such as needed to fulfil the requirements of the post.

The appointed person will be required to devote the whole of their normal working times to fulfilling the duties set out in the role profile.

### **Annual Leave**

The post holder is entitled to leave in accordance with Police Regulations.

### **Career Conversation Review**

The post holder will be subject to an annual career conversation review.

### **Other Conditions**



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This post will be offered in accordance with the Police Regulations and other applicable legislation.

Appointment of a preferred candidate to the office of Chief Constable is subject to confirmation at a hearing of the Nottinghamshire Police and Crime Panel.

**Recommend Links:**

**Nottinghamshire Police and Crime Commissioner**

[Nottinghamshire Office of the Police and Crime Commissioner \(pcc.police.uk\)](https://pcc.police.uk)

[Notts Police & Crime Plan 2022 V5 15-02-22 Digital Version \(pcc.police.uk\)](#)

[Joint Code of Corporate Governance and Working Together \(pcc.police.uk\)](#)

[Audit and Scrutiny Panel \(pcc.police.uk\)](#)

**Nottinghamshire Police**

[Home | Nottinghamshire Police](#)

[Our chief officers | Nottinghamshire Police](#)

[Positive action | Nottinghamshire Police](#)

**HMICFRS**

[Nottinghamshire - HMICFRS \(justiceinspectorates.gov.uk\)](https://justiceinspectorates.gov.uk)

Version Control	
Reason for Version Change	Version date
Updated Role Profile	July 2022

Competency and Values Framework (CVF) for Policing: Level 3 –Executive

Competency	Level 3 –Executive
<b>Emotionally aware</b>	<ul style="list-style-type: none"> <li>• I seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate.</li> <li>• I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance.</li> <li>• I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed.</li> <li>• I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions.</li> <li>• I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.</li> </ul>
<b>Taking ownership</b>	<ul style="list-style-type: none"> <li>• I act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame.</li> <li>• I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities.</li> <li>• I define and enforce the standards and processes that will help this to happen.</li> <li>• I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance.</li> <li>• I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance.</li> <li>• I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.</li> </ul>
<b>Collaborative</b>	<ul style="list-style-type: none"> <li>• I am politically aware and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures.</li> <li>• I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private).</li> <li>• I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities.</li> <li>• I create an environment where partnership working flourishes and creates tangible benefits for all.</li> </ul>

<p><b>Deliver, support and inspire</b></p>	<ul style="list-style-type: none"> <li>• I challenge myself and others to bear in mind the police service’s vision to provide the best possible service in every decision made.</li> <li>• I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.</li> <li>• I ensure that everyone understands their role in helping the police service to achieve this vision.</li> <li>• I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these.</li> <li>• I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes.</li> <li>• I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.</li> <li>• I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners.</li> <li>• I motivate and inspire others to deliver challenging goals.</li> </ul>
<p><b>Analyse critically</b></p>	<ul style="list-style-type: none"> <li>• I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through ‘what if’ scenarios.</li> <li>• I use discretion wisely in making decisions, knowing when the ‘tried and tested’ is not always the most appropriate and being willing to challenge the status quo when beneficial.</li> <li>• I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations.</li> <li>• I use my knowledge of the wider external environment and long-term situations to inform effective decision making.</li> <li>• I acknowledge that some decisions may represent a significant change.</li> <li>• I think about the best way to introduce such decisions and win support.</li> </ul>
<p><b>Innovative and open-minded</b></p>	<ul style="list-style-type: none"> <li>• I implement, test and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes and performance.</li> <li>• I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements.</li> <li>• I work to create an innovative learning culture, recognising and promoting innovative activities.</li> <li>• I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere.</li> <li>• I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.</li> </ul>

Values	All Levels
<b>Integrity</b>	<ul style="list-style-type: none"> <li>• I always act in line with the values of the police service and the Code of Ethics for the benefit of the public</li> <li>• I demonstrate courage in doing the right thing, even in challenging situations</li> <li>• I enhance the reputation of my organisation and the wider police service through my actions and behaviours</li> <li>• I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations</li> <li>• I am open and responsive to challenge about my actions and words</li> <li>• I declare any conflicts of interest at the earliest opportunity</li> <li>• I am respectful of the authority and influence my position gives me</li> <li>• I use resources effectively and efficiently and not for personal benefit</li> </ul>
<b>Impartiality</b>	<ul style="list-style-type: none"> <li>• I take into account individual needs and requirements in all of my action.</li> <li>• I understand that treating everyone fairly does not mean everyone is treated the same</li> <li>• I always give people an equal opportunity to express their views</li> <li>• I communicate with everyone, making sure the most relevant message is provided to all</li> <li>• I value everyone's views and opinions by actively listening to understand their perspective</li> <li>• I make fair and objective decisions using the best available evidence</li> <li>• I enable everyone to have equal access to services and information, where appropriate</li> </ul>
<b>Public Service</b>	<ul style="list-style-type: none"> <li>• I act in the interest of the public, first and foremost</li> <li>• I am motivated by serving the public, ensuring that I provide the best service possible at all times</li> <li>• I seek to understand the needs of others to act in their best interests</li> <li>• I adapt to address the needs and concerns of different communities</li> <li>• I tailor my communication to be appropriate and respectful to my audience</li> <li>• I take into consideration how others want to be treated when interacting with them</li> <li>• I treat people respectfully regardless of the circumstances</li> <li>• I share credit with everyone involved in delivering services</li> </ul>
<b>Transparency</b>	<ul style="list-style-type: none"> <li>• I ensure that my decision-making rationale is clear and considered so that it is easily understood by others</li> <li>• I am clear and comprehensive when communicating with others</li> <li>• I am open and honest about my areas for development and I strive to improve.</li> </ul>



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- I give an accurate representation of my actions and records
- I recognise the value of feedback and act on it
- I give constructive and accurate feedback
- I represent the opinions of others accurately and consistently
- I am consistent and truthful in my communication
- I maintain confidentiality appropriately

Further detailed information on the CVF can be located by clicking on the following link:

<https://skillsforjustice-ppf.com/competency-values/>