

Deputy Chief Constable

Job Description and Requirements



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Job Description and Requirements

Role Title:

Deputy Chief Constable

Accountable to:

Chief Constable

Salary:

£131,166

Working Hours:

40 hours per week, or such hours as are needed to fulfil the requirements of the role, subject to the Working Time Regulations.

Location/Work Base:

Your main base will be at Headquarters, which is located at Butterley Hall, Ripley, DE5 3RS. You should expect frequent regional and national travel. Some home/agile working is supported.

Job Purpose and Scope

To provide inspirational leadership for Derbyshire Constabulary and support the Chief Constable in embedding a culture of excellent public service with associated values and behaviours throughout the organisation.

To support the Chief Constable in leading the Executive and wider Senior Leadership Team to drive forward organisational change focused on delivering a consistently good, efficient and effective service, and one which our communities trust.

To fulfil the statutory, professional and legal obligations of the office of Deputy Chief Constable.

Working to the Chief Constable to lead the portfolios of performance delivery and standards, organisational change and operational delivery.



Specific Roles and Responsibilities:

- To support the Chief Constable to lead the Force, developing the organisational culture and promoting values and ethics, acting as a role model, holding responsibility for adherence to professional standards to enable an effective and professional service.
- To lead performance improvement and organisational change to deliver a consistently high standard of service to the communities of Derbyshire, one they trust. This should be focused on proactively fighting crime, bringing offenders to justice, supporting victims and protecting the most vulnerable from harm.
- To own the Corporate Governance arrangements of the force on behalf of the Chief Constable ensuring this supports the strategic direction of the force, performance improvement and organisational development.
- To contribute to the setting of the organisational and operational strategy for the Force, with regard to wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement, in order to provide an effective and efficient policing service that meets current and future policing demands.
- To lead, manage, develop and motivate a happy and healthy workforce to deliver the highest quality of service possible.
- To develop guidance and provide strategic direction on identifying and managing threat, risk and harm within the policing area and in the Force's policing responses in order to protect the public and develop operational strategies.
- To support and maintain the mutually productive strategic relationship with the Police and Crime Commissioner and the Office of the PCC, whilst maintaining the principle of the Chief Constables' operational independence.
- To fulfil the authorising responsibilities of a Deputy Chief Constable, holding responsibility for compliance in order to protect the public and ensure effective policing responses.
- To lead and command the operational policing responses on occasion, in the most high risk and high-profile instances in order to protect the public and ensure an appropriate and effective response.
- To support the financial management of the Force, driving efficiency and productivity within the budget framework to maximise the use of resources, ensure the effective use of public spending and maximise value for money.
- To develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to enable the achievement of the Force objectives and develop public confidence in policing.



- To actively promote and represent the Force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to improve visibility, connect with the public and build confidence in policing.
- To develop national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- To discharge the powers and duties of the Chief Constable as required in their absence.



Required Skills and Experience:

We are seeking a candidate who can demonstrate:

- Successful completion of the Strategic Command Course.
- 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 levels.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of embedding an effective performance management framework and delivering performance/service improvement.
- Experience of implementing successful organisational development and change.
- Experience of management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing political, economic, social, technological, legal 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.
- Ideally we are also seeking a candidate who is a Strategic Firearms Commander and is accredited in MAGIC, CBRN, SIO, APOC.



Required Personal Qualities:

Emotionally Aware (CVF Level 3)

- Seek to understand the longer-term reasons for organisational behaviour. This enables you to adapt and change organisational cultures when appropriate.
- Actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance.
- Understand internal and external politics and be able to wield influence effectively, tailoring actions to achieve the impact needed.
- Able to see things from a variety of perspectives and use this knowledge to challenge your own thinking, values and assumptions.
- Ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.

Take Ownership (CVF Level 3)

- Act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame.
- Foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities.
- Define and enforce the standards and processes that will help this to happen.
- Put in place measures that will allow others to take responsibility effectively when you delegate decision making, and at the same time helping them to improve their performance.
- Create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance.
- Take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.



Collaborative (CVF Level 3)

- Politically aware and understand formal and informal politics at the national level and what this means for our partners. This allows you to create long-term links and work effectively within decision-making structures.
- 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).
- 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.
- Create an environment where partnership working flourishes and creates tangible benefits for all.

Deliver, Support and Inspire (CVF Level 3)

- Challenge yourself and others to bear in mind the police service's vision to provide the best possible service in every decision made.
- Communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.
- Ensure that everyone understands their role in helping the police service to achieve this vision.
- Anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these.
- Monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes.
- Demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- Ensure that decisions balance the needs of your own force/unit with those of the wider police service and external partners.
- Motivate and inspire others to deliver challenging goals.



Analyse Critically (CVF Level 3)

- Balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context; think through 'what if' scenarios.
- Use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and willing to challenge the status quo when beneficial.
- Seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations.
- Use knowledge of the wider external environment and long-term situations to inform effective decision making.
- Acknowledge that some decisions may represent a significant change. Think about the best way to introduce such decisions and win support.

Innovative and Open-Minded (CVF Level 3)

- Implement, test and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes and performance.
- 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.
- Work to create an innovative learning culture, recognising and promoting innovative activities.
- Lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of your immediate sphere.
- Carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.

