



POST OVERVIEW

Post:	Chief Constable
Accountable to:	The Police and Crime Commissioner for Cambridgeshire and Peterborough
Location:	Cambridgeshire Constabulary Headquarters Hinchingsbrooke Park, Huntingdon, PE29 6NP
Responsible for:	The direction and control of Cambridgeshire Constabulary in accordance with the Police Act 1996, in order to provide Cambridgeshire with an effective and efficient police service, and the fulfilment of all the statutory and legal obligations of the office of Chief Constable.
Salary:	£139,890 The Police and Crime Commissioner may, on appointing the Chief Constable, set the salary at 10% above this salary rate.

Chief Constable of Cambridgeshire Constabulary - Job Description and Role Requirements

Role Purpose

The Chief Constable has overall responsibility for leading Cambridgeshire Constabulary, 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.

The Chief Constable will work across collaborative strategic partnerships and organisational boundaries to lead and influence change.

Key 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 for Cambridgeshire and Peterborough 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.
- 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.
- Develop and maintain governance arrangements and processes within the Constabulary, and as relevant lead officer for the collaborated Organisational Support across Bedfordshire Police, Cambridgeshire Constabulary and Hertfordshire Police, to ensure effective decision making, appropriate action at all levels, and successful outcomes.
- Lead the Constabulary, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Lead, inspire and engage the Constabulary's officers and staff; 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 Constabulary's vision and goals.

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- Hold accountability for the Constabulary's 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.
- 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 Constabulary's operational strategies.
- 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.
- 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.
- Develop and maintain excellent strategic relationships with local, regional and national partners and key stakeholders, such as HMICFRS and IOPC.
- Effectively influencing and collaborating with partners, contributing to improvements and change in the broader operating context and enable the achievement of the Constabulary's objectives.
- 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.
- 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.
- 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.

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Skills

As Chief Constable you will need the ability to:

- Be highly skilled in the delivery of vision, strategy and policy, aligned to the Police and Crime Commissioner's Police and Crime Plan, operational realities and wider plans/goals.
- Be highly skilled in motivating officers and staff, engaging the organisation with strategic priorities, values and behaviours.
- Operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively, and recognising the need for the Police and Crime Commissioner and the Chief Constable to have a mutually respectful strategic relationship.
- Lead strategic collaborative change in policing, through identifying, commissioning and informing strategic planning to implement new reforms in response to emerging trends and issues that have transformational impact on the Constabulary or wider policing, partners, communities and the public.
- Influence and lead across organisational boundaries building and maintaining relationships to work in a non-hierarchical way with partners to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders, resulting in inclusive ways of working to benefit all, whilst being able to resolve issues and to reconcile conflicts of interest.
- Use a wide range of highly effective communication techniques and methods to engage communities and the public to instil trust and confidence in how the Constabulary responds to their needs.
- Operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
- Scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.

Chief Constables are expected to know, understand and act within the ethics and values of the Police Service.

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Behaviours

The College of Policing's Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

Chief Constables operate at CVF Level 3.

Prior Education, Development and Experience

- Applicants must have held the rank equivalent to Assistant Chief Constable, Commander or a more senior. Details of approved ranks are given in the College of Policing's 'Guidance for appointing Chief Officers'.
- Successful completion of the Senior Police National Assessment Centre and 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 leadership level.

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