



CAMBRIDGESHIRE CONSTABULARY CHIEF CONSTABLE

CANDIDATE INFORMATION PACK





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Police and Crime Commissioner
CAMBRIDGESHIRE AND PETERBOROUGH

Welcome Message

Jason Ablewhite, Police & Crime Commissioner

Dear Candidate,

Thank you for your interest in the post of Chief Constable.

Both I and the current Chief Constable continually emphasise our vision that Cambridgeshire Constabulary creates a safer Cambridgeshire, one with values of respect, openness, integrity, trust and innovation. These values underpin my recruitment exercise to enable me to find the right person to lead the Constabulary. This is a first class opportunity for existing Chief Constables, Deputy Chief Constables and Assistant Chief Constables (and equivalent ranks) to make a difference to the communities of Cambridgeshire.

I am immensely proud and have the utmost admiration of the hardworking, dedicated and professional individuals within the Constabulary who constantly strive to respond to the needs of all those who live, work and visit Cambridgeshire. Their views helped shaped the Constabulary's new policing model, one which has been designed to ensure it is victim-focused and demand led, providing significant support to the frontline and providing the best service we can to the public. However, there is still work to be done to meet the challenges we face over the next few years.

In the face of complex economic and social pressures we must think and act differently and continue to transform the way we work. Consequently, it is important to remind others that improving community safety cannot be done in isolation and need to ensure our work locally, regionally and nationally is joined up and considers the "big picture" rather than just the work of individual organisations. Both my Police and Crime Plan and the Policing Vision 2025 are at the heart of embracing challenges and turning these into opportunities for the communities we serve. We must continually seek out new ways of delivering our services, whether this is workforce reform or to be at the forefront of the digital policing revolution. I am a realist and I will not pretend that this will be easy.

That is why I am seeking an exemplary inspirational Chief Officer who has vision, determination and resilience to lead the Constabulary over the next few years. These attributes will ensure that they can lead strategic collaborative change both in policing and across partnerships to meet my vision; one that provides a local policing service that keeps people safe and protects the vulnerable in the most effective and efficient manner. To do this the Chief Constable needs to have the passion and purpose to bring inspiration to the people they lead in this, whether this is the Constabulary's existing officers and staff, our partners, or our new officers who are our police force of the future.

I consider myself very fortunate to be in a leadership position that allows me to influence others, to test new ways of working, to listen to people's needs and find local solutions. I want the new Chief Constable to join me in being part of this to meet and embrace the challenges ahead, so together we can make a difference to policing in Cambridgeshire.

I look forward to your application.




About the Role

It's an exciting time to be joining Cambridgeshire Constabulary. Do you want to be part of this and make a difference?

The Police and Crime Commissioner's Police and Crime Plan, which sets the strategic direction for community safety and criminal justice, is half-way through its four year journey.

The Constabulary's new local policing model is in its infancy. Cambridgeshire is also one of the fastest growing areas in the country. The nature of crime is changing requiring police forces to be flexible and forward thinking.

As Chief Constable of Cambridgeshire Constabulary you will be a leader and a role model. You will bring your strong personal values of integrity, transparency, impartiality and commitment to public service. You will lead and inspire officers and staff of today and tomorrow.

All this is needed to ensure the Constabulary is a force that is trusted - one that we can all be proud of.



Not only will you be at the forefront of leading the strategic direction of the Constabulary, you will bring your inspirational leadership to influence and lead across organisational boundaries.

This means demonstrating your drive and determination to set a culture that enables change, one with a shared purpose of keeping the county safe. To do this, whether this is within the Constabulary, with our collaborative policing partners, or our local partners, you will bring your personal resilience and skills to manage relationships.

You will be ready to listen, have a preference for outcomes over processes. We cannot work in isolation, nor can our partners if we want to keep our communities safe.

Take all these together, and they bring both opportunities and challenges. You will therefore need to work in a non-hierarchical way with our partners to change mind-sets to lead new more inclusive ways of working to benefit all.

Police and Crime Plan

Community Safety & Criminal Justice

The Police and Crime Commissioner’s Police and Crime Plan focusses on four key themes: Victims, Offenders, Communities, and Transformation.

The Plan puts people at the heart of what we do. It aims to meet the needs of our many and diverse communities and ensure we have a police service that we can all trust and be proud of. To achieve this and continue to keep our communities safe we need to understand and manage our demand and look for new, effective and efficient ways to deliver policing.

The Plan focuses on the most vulnerable members of society, putting victims at the centre of our work, bringing offenders to justice and deterring them from re-offending. This means the Plan looks beyond the work of the Cambridgeshire Constabulary. It seeks to drive changes to the way public services work together in the county, aligning activity, improving efficiency and reducing cost. At the same time it looks to increase public participation in creating stronger, safer communities. In the face of complex economic and social pressures, we must think and act differently and continue to transform the way we work through collaboration and new technology. In order to achieve this, we will support our staff to develop and care for our people so they can reach their full potential and feel proud of what they do.

It is important that we remember our duty to the taxpayer to deliver a police service in the most efficient and effective way, providing the best value for money. This means exploring new and innovative approaches, investing in technology and working with others, be that in our strategic alliance with Bedfordshire Police and Hertfordshire Constabulary or with our partners in the local authority, fire, health and the voluntary sector. Through working together we are all able to deliver a more coherent response to communities needs whilst providing resilience for now and in the future.

WORKING TOGETHER TO KEEP CAMBRIDGESHIRE SAFE

VICTIMS

Safeguarding the vulnerable

Deliver a victim first approach

Victims and witnesses are placed at the heart of our criminal justice system and have access to clear pathways of support

OFFENDERS

Attacking Criminality

Reduce re-offending

Offenders are brought to justice and are less likely to reoffend

COMMUNITIES

Preventing Crime
Reassuring the Public

Support safer and stronger communities

Communities have confidence in how we respond to their needs

TRANSFORMATION

Achieving best use of resources

Ensure value for money for tax payers now and in the future

We deliver improved outcomes and savings through innovation and collaboration

Cambridgeshire & Peterborough

at a glance

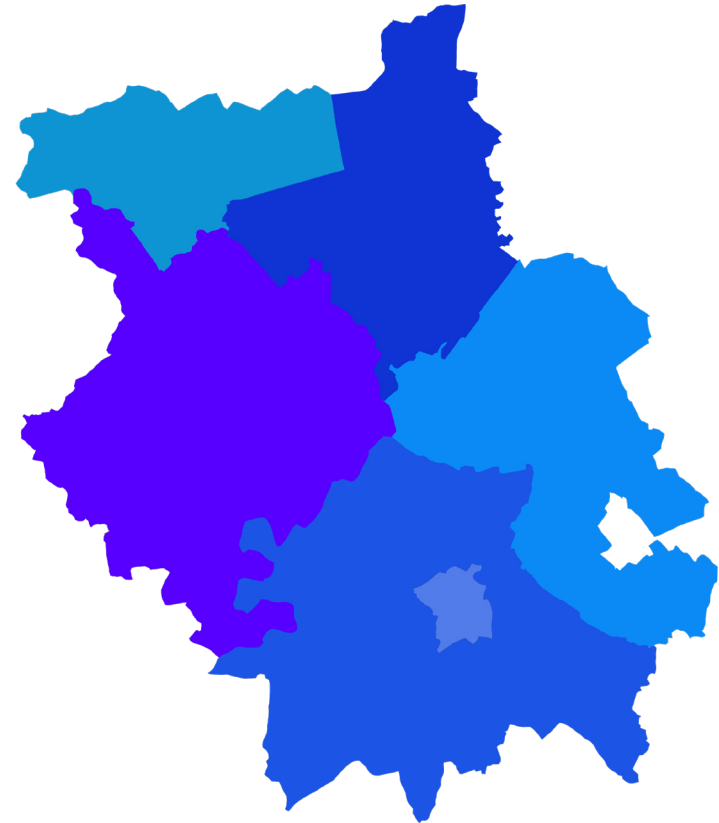
Cambridgeshire Constabulary polices the five Cambridgeshire districts and Peterborough Unitary Authority. The county is one of the safest in the country – but we cannot become complacent as there are real and emerging challenges. It is also one of the fastest growing areas in the country seeing a 13% increase in population over a ten year period and an expected future growth of 25% by 2031.

The county has a varied geography including sparsely populated rural communities, market towns and the cities of Ely, Peterborough and Cambridge. The two main conurbations of Cambridge and Peterborough, together with market towns and rural farming areas, present the Constabulary with a wide range of policing challenges.

Each area has its own individual policing needs. In particular Peterborough, Huntingdon and Cambridge, which is home to a large number of London commuters. Conversely, many of the county’s workers live outside its boundaries and travel to work in the specialist industry, retail and service sectors, such as agricultural and food production businesses.

The resident population is diverse, with the number of languages spoken within the county now exceeding a hundred, and is further increased by university students and those visiting or travelling through the county.

Despite its rapid growth, Cambridgeshire Constabulary remains one of the lowest funded forces in the country. The result of high population and low funding means that the Constabulary is one of the most efficient forces in country, costing 43p per person per day compared to the national average of 55p per person per day. With over 170,000 incidents recorded in a year, victim satisfaction remains high. As a result of the Constabulary’s new policing model, there are more officers on the front line which will improve the Constabulary’s capacity to manage the increasing demand.



46

830,000
population



82.5%
Average victim
satisfaction rate



£ per head,
per day
0.43

A Typical Day in Cambridgeshire



349

daily 999 calls

448

Incidents recorded



133

crimes reported



3

uses of stop and search

28



Incidents flagged as associated with mental health

886

daily 101 calls



32
arrests made



55

ASB incidents



Selection Process & How to Apply

Application Period - 31st May to 09:00 25th June 2018

Application Form

Candidates are advised to download the Application Form to complete. Please ensure evidence contained within the Application Form is specific and focused on your personal involvement, experience and actions. The appropriateness of your application will be determined by the extent that your evidence relates to the Job Description and Role Requirements. Reference should also be made to the College of Policing's 'Competency and Values Framework for policing'. All sections of the Form need to be completed in a concise manner and not exceed 500 words per question.

Personal Statement

Candidates are required to provide a Personal Statement that highlights their motivation for applying for the role of Chief Constable and what it means to them in making a difference for Cambridgeshire. The Personal Statement should be no more than two sides of A4.

Equal Opportunities Form

An Equal Opportunities Form will also need to be completed. The information you provide in this form is for monitoring purposes only and will be treated in confidence. The information contained with the Form will not be considered as part of the recruitment process and will be detached from your application form on receipt.

Please return your completed Application Form, Equal Opportunities Form, and Personal Statement to Aly Flowers, Senior Policy Officer, Cambridgeshire Office of the Police and Crime Commissioner (aly.flowers@cambs.pnn.police.uk) no later than 09:00 hours on Monday 25th June 2018.

Terms and Conditions

Salary

The Police and Crime Commissioner is able to offer £139,890 per annum. The Commissioner may, on appointing the Chief Constable, set the salary at 10% above this rate.

Location

The Chief Constable will be based at Cambridgeshire Constabulary Headquarters, located in Hinchingsbrooke, Huntingdon.

Open Day – 11th June 2018

Potential candidates are welcome to meet on a one-to-one basis with the Police and Crime Commissioner and the current Chief Constable at Cambridgeshire Constabulary Headquarters.

Shortlisting – 27th June 2018

Candidates will be notified of the outcome of the shortlisting by the 29th June 2018.

Selection Process & How to Apply

Personality profiling – week beginning 2nd July 2018

Personality profiling will be undertaken by the College of Policing. The College of Policing will contact shortlisted candidates directly with further information regarding this process. The College of Policing will produce a report for the Interview Panel on their findings.

Stakeholder Assessment Panel and Media Exercise – 10th July 2018

As part of the selection process, candidates will be required to undertake both a structured exercise with a Stakeholder Panel and a media exercise. Further details regarding the structure of the exercises will be provided to candidates. Feedback from both exercises will be made available to the Interview Panel.

Interview – 11th July 2018

The Commissioner will Chair the Interview Panel. Details of the other Panel Members and arrangements for the interview will be provided to candidates. Candidates will be informed of the outcome of the interview by the 13th July 2018.

The Commissioner may need to consider an applicant's disciplinary and/or career record. Any enquiries relating to this will be carried out with the applicant's consent.

The appointment is conditional on appropriate medical clearance and vetting in accordance with Cambridgeshire Constabulary's policy and national vetting policy.

Confirmation Hearing – 30th July 2018

The Police and Crime Panel Confirmation Hearing is scheduled to take place on the 30th July 2018. However, should the preferred candidate not be available due to a prior commitment (i.e annual leave) then the Commissioner's Office and the Panel Secretariat will endeavour to arrange another date. Subject to the Panel's endorsement the successful candidate will be expected to commence their role in September 2018 subject to vetting and medical clearance.

Eligibility

Applicants must meet the following requirements:

- Have successfully completed the Senior Police National Assessment Centre and the Strategic Command Course
- Held the rank of Assistant Chief Constable, Commander or more senior rank in a UK police force
- Applicants from overseas must have served in an approved overseas police force at an approved rank, details of which are given in the College of Policing's 'Guidance for appointing chief officers'.



Police and Crime Commissioner
CAMBRIDGESHIRE AND PETERBOROUGH