

CV

Deputy Chief Constable Nick Dean

Background – Nick joined Norfolk Constabulary in September 1992 and served his entire career in Norfolk having previously served with the Royal Air Force.

Current Position

(Temporary and Substantive) Deputy Chief Constable (DCC) – September 2016 - current
(Temporary DCC, September 2016 – substantively promoted in February 2017)

Responsibilities include line management of Joint Human Resources, Professional Standards, Media, Royalty Protection Corporate Development, Joint Performance and Analysis Dept. and Estates. Nick has also chaired the Norfolk 2020 Programme Board overseeing the transition to Norfolk's new policing model. He is the Athena Senior Information Security Officer and represents both Norfolk and Suffolk Constabularies at the Athena Management Board. Nick has continued to lead on Norfolk's response to Rural Crime and has successfully implemented the force's drone capability as an initiative to assist tackling such rural concerns.

One of Nick's main successes has been to develop and implement Norfolk's Ethics and Integrity Board which has received praise from Her Majesty's Inspectorate in their recent inspection programme.

Nick is the lead Chief Officer for Diversity and Equality and plays an active part in the Independent Advisory Group activities. In addition Nick has chaired the Norfolk Constabulary Sports and Social Club for the past five years, overseeing its transformation into one single Club.

Previous Roles

Assistant Chief Constable – Local Policing Norfolk – June 2013 – September 2016

Responsible for Local Policing which included the County Policing Command and Safeguarding and Investigations Commands. Nick was an active member in a number of partnership boards: vice chair of the County Community Safety Partnership, Chair of the Multi-agency Public Protection Arrangements, member of both the Adult and Children's Safeguarding Boards and led regionally on the Children's and Young People's agenda. Nick also chaired the regional Vulnerability Board.

Chief Superintendent County Policing Command – December 2011 – June 2013

Leading the County Policing Command of some 1000 personnel covering six geographic Policing Districts, Contact and Control Room, Community Safety and Diversity. Nick also developed the county's response to rural crime under Operation Randall, an operation and

initiative still in place today. Prior to taking up this position, Nick had previously led two geographic policing districts of King's Lynn and West Norfolk and Norwich District, and in addition was Head of Norfolk's Criminal Investigation Department just before being promoted to Chief Superintendent.

Brief Career History prior to Chief Superintendent

Served initially at King's Lynn as both Police Constable and Sergeant completing various attachment programmes including Criminal Investigation Department. Nick completed postings within the Force Control Room and Headquarters and Corporate Support before being promoted to Inspector, serving as the local Sector Inspector at Downham Market covering a large geographic area bordering Cambridgeshire.

Nick returned to Norwich briefly as a Detective Inspector and then in 2001 he was promoted to Chief Inspector. Responsibilities included three policing sectors, Roads Policing, Custody and the Special Constabulary. Nick was promoted to Superintendent in 2004 where he was the Operational Lead for King's Lynn and West Norfolk before being posted to Norwich as District Lead in 2008.

Education

Nick was educated in the West Midlands gaining 9 'O' Levels and 3 'A' Levels (Chemistry, Biology and Physics). In April 2015 Nick graduated from Cambridge University with a Master's Degree in Applied Criminology from the Police Executive Programme.

Operational Qualifications

Nick obtained an 'Exceptional Pass' at the Senior Police National Assessment Centre in December 2015 and went on to complete and graduate from the Strategic Command Course in March 2016. Nick is an experienced Firearms Commander having performed the role of both Tactical Firearms Commander from 2003 to 2013, and Strategic Firearms Commander from 2013 to the present day. In addition Nick is a Specialist Firearms Commander having successfully passed the highly demanding course run by the Police Service of Northern Ireland in 2015.

In 2017 Nick was accredited as a Gold Public Order Commander and has overseen a number of high profile public order events including numerous Norwich City Football Club matches.

Nick is also an Authorising Officer and has attended the Senior Leadership Development Programme whilst serving as a superintendent, covering executive, business, diversity and finance skills.