

**Jim Haylett**  
**Career History**

**Background**

Jim has extensive strategic, operations management and governance experience within the political environments of community safety and criminal justice arenas. A dynamic and collaborative leader with exceptional credibility, he has a reputation for delivering unique forward thinking outcomes, objective judgement, and sophisticated decision making in complex and ambiguous settings.

Jim has operated on behalf of three Police and Crime Commissioner's representing them at national, regional and local governance and Board meetings, and supported them to deliver statutory duties and Police and Crime Plan outcomes.

Jim graduated from Oxford University with a degree in Politics, Philosophy and Economics, has been awarded a Level 7 Diploma in Strategic Management and Leadership together with qualifications in project and programme management.

Prior to joining the Cambridgeshire Office of the Police and Crime Commissioner (OPCC), Jim was a police officer in South Yorkshire Police and prior to that was in banking.

**Current position**

**Acting Chief Executive, Cambridgeshire Office of the Police and Crime Commissioner -**  
*May 2020 to current*

Jim is the current Acting Chief Executive of the OPCC and has been in that role for 10 months following the secondment of the Chief Executive.

The past 18 months has been exceptional and turbulent for the OPCC. These have included the resignation of the previous Commissioner; a delayed 2020/21 announcement on the policing funding settlement; response to the Covid pandemic; delayed Police and Crime Commissioner election; departure of Chief Executive; significant collaboration challenges; and submission of a £35m capital planning proposal. Jim has provided consistent stable leadership to the office and support to the Acting Police and Crime Commissioner throughout.

In a crisis there can be a tendency to batten down the hatches, missing potential opportunities. However, Jim has driven improvements to various ways that the OPCC team works, an example of which is the recent CoPaC Transparency award that the OPCC received. Strong partnership working and leadership from the OPCC has led to an additional £1.3m of government grants for Cambridgeshire to be administered through the OPCC.

The most critical relationship for any Police and Crime Commissioner is with the Chief Constable. To support the Acting Police and Crime Commissioner in that relationship Jim has built a strong working relationship with the Chief Constable and his team to understand and influence the strategic direction and organisational management of the Constabulary and what that means for the Acting Police and Crime Commissioner in delivery of the Police and Crime Plan.

## **Previous roles and key achievements**

### **OPCC**

- Deputy Chief Executive
- Business Development Manager
- Head of Policy and Performance

### **7 Force Strategic Collaboration Programme, Cambridgeshire Constabulary**

The 7 Force collaboration programme is the most ambitious in policing. Jim was the original Programme Manager and was instrumental in its design and successfully attracted initial funding of £600k from the Home Office.

### **Government Office, Yorkshire and the Humber**

As police advisor in the Government Office, Jim led the implementation across the Yorkshire and Humber region of the national counter terrorism strategy whilst advising the Home Office on police performance.

### **South Yorkshire Police**

Jim was responsible for implementing the Human Rights Act within South Yorkshire Police, one of the most fundamental pieces of legislation affecting policing.

As Head of Strategic Planning in South Yorkshire Police, he developed and implemented a new strategic planning process, a force-wide continuous improvement approach and a balanced scorecard performance approach.

Within the force's Professional Standards Department, he oversaw the investigation of a wide range of complaints and misconduct cases and implemented an integrated "Lessons Learned" system force-wide.