

Chief Constable Recruitment Information Pack

Donna Jones PCC

**MORE POLICE
SAFER STREETS**



HAMPSHIRE & ISLE OF WIGHT
CONSTABULARY

Contact us

If you would like to talk about this opportunity, please contact OPCC Chief Executive Jason Kenny Jason.kenny.49951@hampshire.police.uk who will make an appointment for you to talk to the Police and Crime Commissioner Donna Jones.



FOREWORD

On the 13th May 2021, I was honoured to start my term of office serving the two million people of Hampshire and the Isle of Wight as their Police and Crime Commissioner.



Donna Jones
Police and Crime
Commissioner for
Hampshire and the
Isle of Wight

I have been fortunate in the Chief Officer group I inherited, and the welcome and support I have received from the force. I have learnt a great deal from police leaders locally and nationally. Looking ahead to the future, Hampshire and the Isle of Wight Constabulary is about to embark on a new chapter starting with the appointment of a new Chief Constable.

Together, I want us to formulate a shared vision for the people we will collectively serve, to deliver a reduction in crime, and improvement in detection and prevention to make the two counties some of the safest places to live in Britain. You can find out more about my vision in my police and crime plan, More Police, Safer Streets – www.morepolicesaferstreets.com

To support you in delivering the agreed vision of policing, I have ensured no further senior appointments are made, enabling you to select a Local Policing ACC with the skills that best meet the need of the force and you. It is vital you are able to select and build the best team to assist you in these challenging and exciting times that lay ahead for policing both locally and nationally.

I am conscious that some police leaders have been dissuaded by the appointment of Police & Crime Commissioners. With this in mind, I would like to explain more about my motivations and passion for the opportunity ahead. I am Hampshire born and bred and I have chosen to remain living here with my husband to raise our two sons in one of the most beautiful parts of the country, whilst still giving us easy access to the capital for career purposes. Living by the sea is a blessing. My professional background is in banking (FTSE 50 bank 1997 – 2010). Since then I have started two business and served on the board of several companies including a shipping company and a Local Enterprise Partnership <https://solentlep.org.uk/>

Alongside this I have pursued my passion for helping people and serving the public through a political role as the Executive Leader of Portsmouth City Council (2014-2018). Shortly after being appointed as a Magistrate by the then Lord Chancellor, Lord Falconer in 2005, my passion quickly turned to policing and the causes of criminality. I sat on the South East Hampshire Bench for 16 years, serving as a bench chair for 13 of those years, until May 2021. Understanding the complexities of repeat offending led me to want to do more. The role of Police and Crime Commissioner enables me to service the public in a part of the country I love, and continue my passion for politics.

I want a safer Hampshire and Isle of Wight; I want the people that live in this area to have the best outcomes in life and I want the vulnerable, especially children to be protected always.

By supporting each other and working with partners I believe these aspirations are deliverable. I want to see a good quality, high performing force that ensures justice is delivered effectively for victims and our society as a whole.

My desire for this extends beyond our county borders. In order to deliver change across Britain I need to use my relationships to influence the government and ensure I am shaping new legislation and policies. That's why I have taken on two national portfolios as the National Police & Crime lead for Victims including VAWG, and Serious Organised Crime. I work closely with Chief Constable Steve Jupp as the NPCC National Lead for SOC and Graeme Biggar as the Director General of the NCA as well as the Home Office and the Ministry of Justice.

I am aware that achieving my vision is a challenging one and also a great opportunity. This is why the appointment of a new Chief Constable is the start of a new chapter. This appointment is one of the most important relationships for us both and a strong partnership will help deliver excellence across our communities.

Being a directly elected person, representing two million people, is often not easy. Politics has always had many challenges and getting the balance right between vision, purpose and power takes experience and skill; I hope you will see these qualities in me and see my role as a vital asset to assist you in delivering a first class police force.

Your choice to take on one of the top jobs in British policing and to make a difference is also not an easy one. We will have that in common. I wholly understand my role as the Police & Crime Commissioner and yours as the Chief Constable in charge of operational policing. I want you to be the best you can be, and I want you to want me to be best I can be. If this remains, we will be able to drive up standards and deliver the vision for policing in the years to come.

Whilst I have high standards and expect the best from everyone in Hampshire and the Isle of Wight Constabulary, I am also aware of the pressure and demands of public service and modern day policing. This is why I am wholly invested in the wellbeing and resilience of you and your workforce. One of the first projects I want us to consider is how to build long-term resilience in the workforce. I am aware of the recent report CPOSA has undertaken, and await its publication, but the recruitment of a new Chief Constable is an opportunity for Hampshire and Isle of Wight Constabulary to get ahead of the game and be national leaders in this space.

For the Constabulary to be exceptional, a symbiotic relationship is required with the best leadership working alongside a high performing OPCC. I have spent my first year as the PCC ensuring my office is able to support me in delivering the needs and vision I have for the future.

It is key that the relationship between the Police & Crime Commissioner and the Chief Constable is based upon transparency and trust. Therefore, I am looking for an ambitious, straight-talking, operationally effective, strategic police leader. Hampshire and the Isle of Wight needs a Chief Constable who can influence at a national level whilst also displaying a total commitment to our local communities, with an expectation of improved performance in areas of the Police & Crime Plan. I hope that my vision, drive and passion for outstanding policing resonates with you.

I am a Police & Crime Commissioner who can support and hopefully inspire you to ensure exceptional delivery, and in return I am looking for a Chief Constable who can inspire me and the whole force to deliver for local communities!



Donna Jones
Police and Crime Commissioner
for Hampshire and the Isle of Wight

ABOUT HAMPSHIRE & ISLE OF WIGHT CONSTABULARY

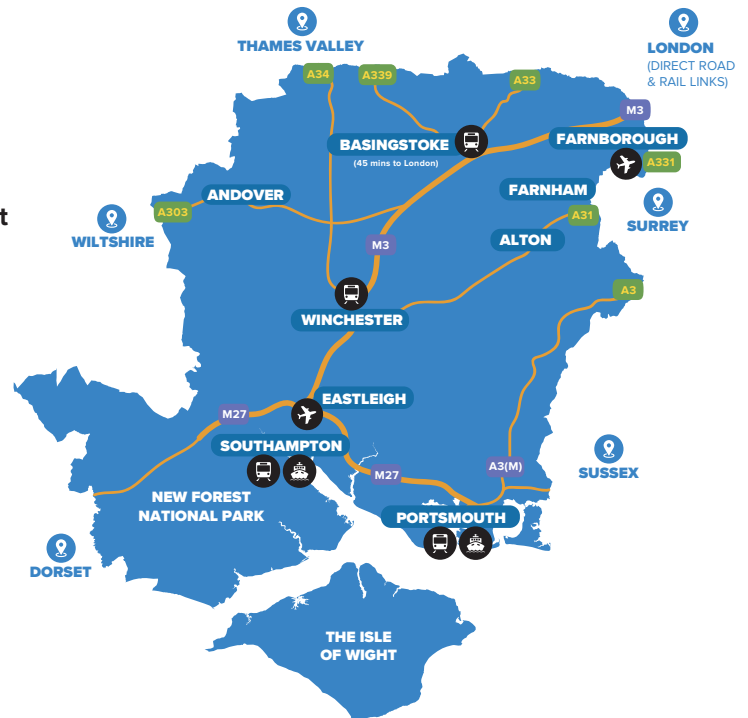
We are one of the biggest forces in the country, delivering policing services to more than two million people with 6,000 officers and staff.

At 1,602 square miles, Hampshire and the Isle of Wight is one of the largest police areas in England and Wales. The contrast between the growing cities of Portsmouth and Southampton, countryside, the historic city of Winchester, and northerly parts that give direct road and rail access to London means that the area is neither urban nor rural but, instead, a mix of both. This brings unique challenges.

As well as four universities, during summer months the population swells with tourists bringing yet more complexity to the job of keeping the public safe. The county is also home to critical national infrastructure including major ports, air ports and oil refineries, and Premier League Football.

Co-location with the fire service and councils is well-established, and almost 2,000 of the force's officers and staff work in teams that are collaborated with Thames Valley Police. The Joint Operations Unit (JOU) remains the largest non-metropolitan joint specialist unit in the UK. The force is one of the thirteen Op Soteria Bluestone forces, and there is growing investment in Violence Reduction Units as part of our response to serious violence in our growing cities.

The forces' ICT and Information Management teams are collaborated, and the forces share an ambitious digital vision. New buildings, including state of the art Police Investigation Centres in Portsmouth and Basingstoke, investment in custody facilities on the Isle of Wight and a new response base on a site now shared with the military, mean that the force estate is ever improving to meet staff and officer needs. The integration of HR and finance systems with the local fire service and council is now well established.



There are significant minority ethnic groups in Portsmouth (11.7 per cent of the population) and Southampton (14.2 per cent) and noteworthy Eastern European and Nepalese communities in the north of the county. A big challenge for the constabulary is building stronger links with these communities and becoming more representative of all of those that we serve.

Applicants may also be interested to know that Fareham, Hart, Winchester, the New Forest and Basingstoke all made the top 50 places to live in 2020.

You can find out more about Hampshire as a place to live [here](#).

WHY SERVE WITH US?

There are many good reasons to join Hampshire & Isle of Wight Constabulary, and we've highlighted just some of these below:

1) A high quality service to build on

Recent [HMIC Peel inspections](#) underline the strong position that the force has in delivering services for the public. We are one of the few forces to be graded 'Good' in every category and sub-category and we are ambitious for even better.

2) Performance and resourcing

In terms of crime, the force is mid-table with 69.95 crimes per 1,000 population. The highest force is 109.6, with 47.2 the lowest. Tackling serious violence is a focus in the growing cities of Southampton and Portsmouth, with the influence of County Lines and organised crime felt beyond those urban centres.

The force's outcomes per officer are the 4th highest nationally, at 50.27 behind only South Yorkshire Police, West Yorkshire Police and Durham.

New recruits into force are the 2nd highest nationally (behind only the City of London, percentage wise). When factoring in leavers as well as those joining, the force has had a net gain in officers of 9.1% from Uplift years, compared to national average of just 3.9%. This offers great future potential.

3) Innovation, digital and data

Hampshire Constabulary officers and staff are highly productive, delivering through relentless attention to what matters and wide-reaching innovation. To take this to the next level we are focused on a better use of our data and developing our digital capability, including new approaches to digital intelligence and investigation, control room technology and mobile working.

4) Motivation and wellbeing

The Constabulary's last staff survey shows high levels of motivation to serve the public. Our work on wellbeing is recognised nationally, and we have an ambition to offer the finest wellbeing offer in policing and we are well on our way to achieving that.



JOB SUMMARY AND PERSON SPECIFICATION

We are looking to complement our chief officer team with a high-calibre candidate who wants to lead the provision of effective, efficient and innovative policing services. In particular, and throughout the process, you will need to evidence your leadership, professionalism, commitment to public service, working with others, as well as the desire to make a difference.

Salary:	£172,000 to £182,000 per annum. (Housing allowance or South East Area Allowance, as per eligibility)
Location:	Strategic Headquarters, Eastleigh
Hours:	Full-time
Benefits:	An attractive benefits package is on offer, including a vehicle for use and private medical insurance. Further details are available upon request.
Duration	Initial period would be for up to 4 years.

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Role purpose

As the Chief Constable, you will have overall responsibility for leading the Force, 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.

You will hold 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.

You will be 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.

Relocation

We are keen to attract the right candidate to Hampshire and the Isle of Wight, and for that reason, the successful candidate will be required to live in Hampshire, or within a reasonable commuting distance of the Force Strategic Headquarters in Eastleigh. To support candidates from further afield to join our team, a relocation package is available.

Further details can be provided upon request.

Key accountabilities

You will:

Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan 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 force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.

Lead the Force, 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 Chief Officer Team; 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 Force vision and goals.

Hold accountability for Force 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 Force'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.

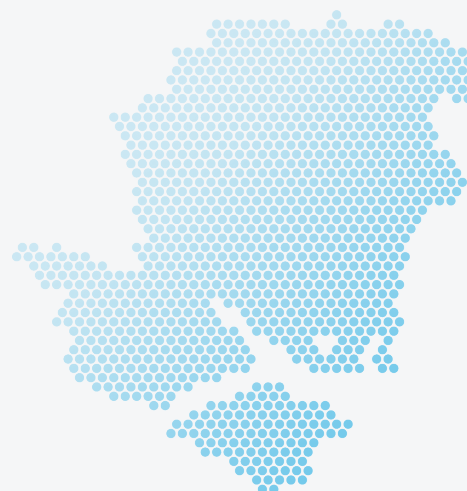
Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.

Represent the Force 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.



Education, qualifications, skills and experience

Prior education and experience:

- Has completed Senior PNAC and the SCC.
- Has held rank of ACC/Commander or a more senior rank in a UK Police Force
- 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.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.
- Experience of accountability for management of significant budgets.
- Up to date operational/technical policing knowledge.
- Authorising Officer Training.
- Knowledge of developing legal, political, economic, social, technological, 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.

Skills:

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.

- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
- Able to use a wide range of highly effective communication, problem solving and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders and partners.
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest.
- Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities, values and behaviours.
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.

Continuing Professional Development (CPD)

All senior officers are expected to undertake CPD, and should reflect upon their existing knowledge skills and experience to identify and plan their ongoing professional development. This should include, personal, professional and business skills, as well as all mandatory training required for occupational and operational competency and accreditation.

Competency and Values Framework

Behaviours

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

Candidates will be required to evidence all 6 competency areas of the framework in their application at level 3, these are;

- We are emotionally aware
- We take ownership
- We are collaborative
- We deliver support and inspire
- We analyse critically
- We are innovative and open-minded

A description and a list of examples of the types of behaviours that are expected in each competency area can be found via the following link:

<https://profdev.college.police.uk>

How do I apply?

Candidates should apply by completing the word based application and additional details forms and uploading them to our online recruitment system via the link below:

[Hampshire Constabulary Jobs](#)

Candidates are asked to provide a copy of their Insights discovery profile at the point of application if they have one. Those that do not yet have a profile will be asked to complete one as part of the process.

Selection process

Applications will be shortlisted against the eligibility requirements and the CVF competency areas detailed.

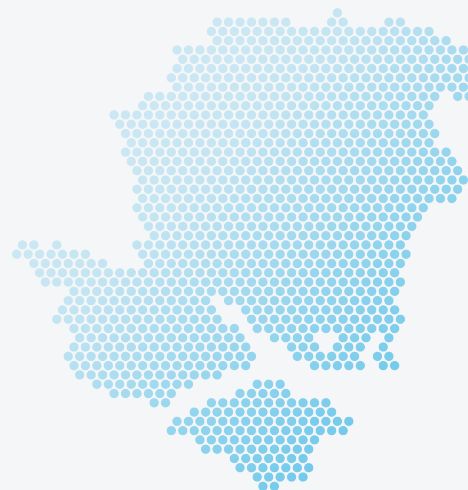
Successful candidates will be invited to attend a two day selection process at Police & Fire Headquarters, Leigh Road, Eastleigh, SO50 9SJ.

Day 1 will comprise a force familiarisation briefing, an internal People Panel, an external Stakeholders Panel, and an informal dinner with the Police & Crime Commissioner and her guests. Candidates should note that although Day 1 will not be scored, we value the perspectives of our workforce, partners and communities.

Day 2 will comprise an assessed presentation and interview with the Appointment Panel.

Timelines

- Closing date for applications:
Sunday 09 October 2022 (midnight)
- Familiarisation, People and Stakeholder panels:
Thursday 03 November 2022
- Appointment Panel:
Friday 04 November 2022



www.hampshire.police.uk

Donna Jones PCC

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