

## Jason Kenny

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### Profile

Dedicated to public service, I have thirty years' experience in policing, criminal justice, local government, partnerships and politics. I have held senior leadership positions for over sixteen years, most recently within the executive cohort. Politically astute and highly skilled at building the relationships that enhance quality of service and deliver shared outcomes, I apply business analytics to understand and make a difference in complex operating environments. I thrive on making a difference to organisational performance and am passionate about coaching and developing future leaders. Energised by continuing professional development and values-based leadership, I am seeking the challenge of an executive leadership position where I have the opportunity to innovate, lead change and deliver organisational successes in support of local communities.

### Professional experience & achievements

#### **Senior Police Liaison Officer, Office of the Police & Crime Commissioner** Jan 2021 – Sep 2021

Supporting the Police & Crime Commissioner's legal obligations, I was responsible for developing effective organisational relationships, providing operational scrutiny and ensuring value for money was at the forefront of policing. Key achievements included:

- Developing trust and improving communication between strategic partners
- Supporting the transition, induction and integration of a new Police & Crime Commissioner
- Developing elements of the *Police & Crime Plan 2021-2024* to support and challenge the Chief Constable.

#### **Organisational Performance & Review Manager, Hampshire Constabulary** Jan 2019 – Dec 2020

Responsible for the development of strategy and translating the service mission into organisational objectives, I captured operational delivery within a performance framework that called senior leaders to account, created public trust and developed stakeholder confidence. Key achievements included:

- Developing a bespoke performance strategy, plan and framework to capture organisational service delivery and impact during the global health pandemic
- Leading equality and inclusion challenges in controversial areas of service provision (for example stop & search and creation of the Men's Network)
- Leading organisational inspections to ensure effective service delivery, drive continuous improvement and quality assure ethical performance.

#### **District Commander, City of Portsmouth, Hampshire Constabulary** Aug 2017 – Dec 2018

Leading a large team, I was responsible for crime and public safety within a challenging and diverse urban environment. I developed collaborative strategies, focused partnership resource and created crime reduction plans to enhance community security and wellbeing. Key achievements included:

- Setting strategic direction, aligning structure and developing local violence reduction plans ahead of politicised national debate
- Role modelling effective risk-based decision making to change culture, deliver performance and improve staff wellbeing
- Leading a collaborative approach to public safety that increased community confidence.

#### **Board of Trustees: Gosport Citizens Advice** Apr 2020 – Jul 2021

Working within the charitable sector, I mainstreamed strategic planning and business management processes to create a challenging *Business Development Plan 2020-2023*. Also chairing the *Business Development & Fundraising Sub-Committee*, key achievements included:

- Introducing strategic scrutiny to improve operational performance and increase staff accountability
- Promoting sustainability by improving collaborative and networked service provision
- Increasing capacity by encouraging new ways of working, modernising the volunteer service delivery model and extending outreach client support.

### Other senior leadership roles

- Specialist Operations (Sep 2015 - Aug 2017); Criminal Justice & Custody (Dec 2012 - Sep 2015); Fareham & Gosport District Commander (Dec 2009 - Dec 2012); and Operations Planning & Policy (Sep 2005 - Dec 2009).

### Key skills

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- Organisational leadership, assimilating the operating environment, agreeing strategy and setting direction
- Developing good governance structures and holding people to account
- Identifying organisational opportunities and managing risk
- Leading senior teams, enhancing operational performance and inspiring continuous improvement
- Leading people, including coaching, mentoring, developing personal resilience & preparing future leaders
- Developing plans and coordinating operational activities to achieve organisational priorities
- Communicating, networking and building relationships within collaborative and political environments
- Negotiating and influencing to achieve shared objectives and outcomes
- Challenging, innovating, leading change and adapting cultures
- Undertaking critical analysis and managing projects
- Working under pressure, problem solving and critical decision making
- Planning, organising, time management, flexibility and reliability
- Written, verbal and presentation skills.

### Awards, qualifications & continuing professional development

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- Numerous commendations and certificates from political leaders and senior police commanders
- Member, PhD Professional Verification Panel (*viva voce*), University of Portsmouth
- Student, Professional Doctorate in Criminal Justice, University of Portsmouth
- MPA Master of Public Administration (with Distinction), University of Portsmouth
- MSc Master of Science Security & Risk Management, University of Leicester
- Level 8 Post-Graduate Certificate, Professional Research Methods, University of Portsmouth
- Level 7 Post-Graduate Certificate, Coaching & Mentoring, Sussex Business School
- Level 7 Post-Graduate Certificate, Strategic Management & Leadership, Chartered Management Institute
- Level 7 Post-Graduate Certificate, Management, Nottingham Trent University
- Level 3 Award in Education & Training (also known as PTLLS)
- Police accreditations, including: Strategic Emergency & Crisis Manager; Counter Terrorism Security Co-ordinator (CT SecCo); Public Order & Public Safety (POPS) Silver Commander, plus Major Sporting Events; Post Incident Manager (PIM); Joint Emergency Services Interoperability Programme (JESIP) Tactical Commander; Grievance & Conflict Resolution Manager; and Misconduct Panel Manager
- Enhanced Security Check (eSC) vetting level.

### Hobbies & interests

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- Maintaining and developing personal health, wellbeing and resilience
- Continuing professional development and higher education
- Sports and outdoor recreation, including cycling, kayaking, kung fu, walking and yoga
- Travelling with family and making new friendships.