

Chief Executive Officer (CEO)

Office of the Police and Crime Commissioner - Hampshire

Job description

Working with the Police & Crime Commissioner, the CEO has responsibility for leading the Office of the Police & Crime Commissioner (OPCC), developing and delivering a Police & Crime Plan, creating a vision and setting direction, and embedding a performance culture that builds public trust and confidence.

The CEO has direct accountability for operational delivery by the OPCC and leadership of all members of staff therein, and will ensure the delivery of professional, effective and efficient services.

The CEO is also responsible for influencing the development of policy and standards and for ensuring all relevant statutory responsibilities are discharged.

Key responsibilities

- Developing and delivering a Police & Crime Plan in-line with the PCC's manifesto
- Ensuring the operational culture, structure and performance aligns with that strategic purpose, as well as communicating clear direction and promoting values, ethics and high standards of professional conduct
- Leading, inspiring and engaging the Senior Management Team to role model a leadership culture that promotes wellbeing, facilitates impactful professional development, enhances productivity and provides value for money
- Developing a productive strategic relationship with Hampshire Constabulary in-line with the requirements of the Policing Protocol and fulfilling the statutory and legal obligations of Monitoring Officer
- Developing and maintaining governance arrangements and processes within the OPCC to promote effective decision making and appropriate action at all levels of the organisation
- Developing and implementing bespoke strategy for Communication & Community Engagement, Commissioning, Criminal Justice & Victims, and Estates & Facilities Management
- Leading scrutiny of force, partnership and commissioned services' performance
- Innovating and leading continuous improvement through research and development
- Marketing successes to build reputation, instil confidence and to grow investment
- Identifying and mitigating organisational risk
- Overseeing financial management and budgets to ensure the effective use of public funds and maximising value for money
- Developing and maintaining strategic relationships with local, regional & national partners and commissioned service providers, as well as undertaking active stakeholder management with the Police & Crime Panel
- Representing the OPCC at local, regional and national levels to promote visibility, connect with the public, and to build confidence
- Managing political and senior relationships, including with the Home Office and the Ministry of Justice

- Leading the development of policy and guidance within a recognised area of specialism to enable the continuous improvement of professional practice.

Essential experience, knowledge, skills

- Significant experience of operating in a senior leadership position
- Evidence of developing and agreeing strategy, setting direction and creating a culture of accountability
- Leading and delivering performance at an organisational level, including through partnerships and collaborations
- Evidence of successfully leading, developing and looking after people
- Challenging, innovating and leading change
- Leading and managing the activities of senior management teams
- An understanding of the policing and justice environment
- Managing relationships with key stakeholders in order to maximise influence
- Strong financial management and planning skills, including producing effective business cases and proposals. Able to assess and evaluate business risk and take effective action in project delivery.
- Successfully managed large projects, programmes and budgets.
- Commercial awareness and acumen and evidence of application
- Politically astute with a significant understanding of the political environment in which the PCC, partners, and other stakeholders where relevant, operate.
- Strong analytical thinking and problem solving skills. Able to analyse and present complex issues to individuals, small and large groups internally and externally.