

# CHIEF CONSTABLE OF LANCASHIRE

## ROLE PROFILE



**Post Title:** Chief Constable of Lancashire Constabulary

**Responsible to:** Police and Crime Commissioner for Lancashire

**Salary Range:** - £161,800 + Relocation and Benefits Package

**Term:** 5 year fixed term contract

**Vetting Status:** Developed Vetted

### **Job Purpose:**

- To work with the Police and Crime Commissioner (PCC) to set the direction and objectives for operational policing in Lancashire in line with the priorities set out within the PCC's Police and Crime Plan
- To provide dynamic, inspirational leadership to Lancashire Constabulary and to ensure that the Constabulary becomes and remains an outstanding police service.
- To have overall responsibility for leading the Constabulary, creating a vision and setting the direction and a culture that builds upon public and organisational confidence and trust and enables the delivery of a professional, effective and efficient policing service.
- To encourage, participate in and develop strong partnerships with the public and other stakeholder agencies in order to fulfil the strategic priorities and key aims of the PCC's Police and Crime Plan and reduce crime in Lancashire.
- To harness the full potential of the staff by creating an environment in which people are motivated and inspired to give their very best in the service they provide.
- To ensure that the Constabulary delivers its services to the highest professional and ethical standards, creates the most positive cultures within the workplace and maintains the complete confidence and respect of the public and partners.
- To 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.

- To have overall responsibility for influencing the development of regional and national policing and to be accountable for national operations or standard setting.
- As a Corporation Sole, to be 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 the Constabulary's governance arrangements.

### **Duties & Responsibilities:**

- To 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 a Corporation Sole.
- To work closely together with the Police & Crime Commissioner, to deliver the policing priorities set out in the Commissioner's Police & Crime Plan.
- To set and ensure the implementation of organisational and operational strategy for the Constabulary, which supports the Police and Crime Plan and has due regard to the 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.
- To ensure the provision of professional advice and information to the Police and Crime Commissioner, supporting him in fulfilling his statutory functions and creating effective co-operative working relationships with his Office.
- To take responsibility for the role, powers and duties of the Chief Officer of Police as provided for by law and by local, regional and national governance frameworks.
- To lead the Constabulary, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- To lead, inspire and engage the Chief Officer Team; setting and role model 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 Constabulary vision and goals.
- To delegate portfolio responsibility to the Chief Officer Team as well as assuming overall responsibility for a key portfolio area for him or herself.
- To realise the full potential of staff within Lancashire Constabulary by creating an environment in which people are motivated and inspired to not only give their best but to support the shift in culture needed to build upon public trust and confidence in the service

- Hold accountability for Constabulary 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 Constabulary's operational strategies.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.
- To foster strong partnerships and collaborative working with a range of key stakeholders
- To represent the best interests of Lancashire in addressing and influencing national policing, community safety and criminal justice issues.
- To ensure that the Constabulary works effectively with Lancashire's diverse communities to improve relationships and legitimacy.
- To maintain and develop a workforce that understands and is representative of the community it services across all ranks
- To fully embed in the Constabulary the culture required to ensure full recognition of the equality, diversity and inclusion agenda
- 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 Constabulary's objectives.
- Represent the Constabulary 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.
- To have overall responsibility for the strategic development, integrity, cultural change and performance standards of the Constabulary.

## **Values and competencies**

The Chief Constable is expected not only to display but to lead and disseminate the values set out in the College of Policing's Competency and Values Framework (CVF). These values of Integrity, Impartiality, Public Service and Transparency provide a minimum benchmark that applicants will actively promote, role model and foster at all levels internally, externally and on a personal level.

As a role model, the Code of Ethics will be embedded in all activities and applicants will be recognised for treating people fairly, actively listening to understand and providing access to services and information in an appropriate way.

The remainder of the framework has six competencies that are clustered into three groups and applicants should be working operating at Level 3.

Whilst these values and competencies are expected of all chief constables, the Police and Crime Commissioner has identified five competencies from within the (CVF), underpinned by the four values, by which applicants will be assessed for the role of Chief Constable of Lancashire Constabulary.

Resolute, compassionate and committed (level 3)
1. We take ownership
2. We are emotionally aware
Inclusive, enabling and visionary leadership (level 3)
3. We are collaborative
4. We deliver, support and inspire
Intelligent, creative and informed policing (level 3)
5. We are innovative and open-minded

The individual indicators for the CVF competencies and levels can be referenced via the following hyperlink to College of Policing guidance.

[https://d17wy4t6ps30xx.cloudfront.net/production/uploads/2017/09/Competency-and-Values-Framework-for-Policing\\_4.11.16.pdf](https://d17wy4t6ps30xx.cloudfront.net/production/uploads/2017/09/Competency-and-Values-Framework-for-Policing_4.11.16.pdf)

## **Eligibility**

Applicants must meet the following requirements:

- Has held rank of ACC/Commander or a more senior rank in a UK Police Force
- Successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC).
- Applicants from overseas must have served in an approved [overseas police force](#) at an approved rank

## **Essential Experience, Knowledge, Skills and Abilities:**

### **Experience and Knowledge**

- Authorising Officer Training.
- Wide ranging and up to date 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.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning within a policing context.
- Experience of implementing changes in culture to ensure full recognition of the equality, diversity and inclusion agenda.
- Experience of implementing strategies to deliver improvements, in relation to effectiveness and efficiency (as adjudged by HMICFRS) with the overall aspiration to be outstanding police service.

### **Skills and Abilities**

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- 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.
- Skilled in engaging, influencing and motivating others in a multiagency partnership environment.
- 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.
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.

- The ability to understand your own emotions and how that affects your performance and that of the organisation.
- The ability to agree a shared vision for the Constabulary with the PCC

**Note:**

- The above list is not exhaustive and other duties commensurate with the grade and general nature of the post may, from time to time, be required. In addition, there may be some variation and/or development of the above duties and responsibilities without changing the general nature of the post
- All Staff are to comply with confidentiality and principles laid down in the General Data Protection Regulations (GDPR) and Data Protection Act 2018 and the Management of Police Information (MOPI).
- All post holders to comply with health and safety legislation.
- Any conflicts of interest are to be declared at the earliest opportunity.
- All Staff are expected to demonstrate a commitment to the principles of equality of opportunity and fairness of treatment for all within Lancashire Constabulary.
- Prior to appointment appropriate checks will be made of the Barred & Advisory lists in respect of the proposed office holder.
- Prior to appointment appropriate medical and vetting checks will be made.