

Advert*****



Chief Constable – Lancashire Constabulary

Salary: £184,273

+ Relocation and Benefits Package

Five-year fixed term appointment

As Lancashire's Police and Crime Commissioner, I am inviting applications for the post of Chief Constable.

The role is open to senior officers who are highly competent in operational command as well as strategic leadership - who will deliver my Fighting Crime Plan by providing inspirational leadership, leading from the front, with a strong grip on the Constabulary's operations, and improving visible policing in local communities.

To demonstrate your fit for the role, I will be looking to appoint a committed crime-fighter with a track record of proactive policing that has delivered increases in arrests and charges, improved criminal justice outcomes, reduced crime and anti-social behaviour, and improved public confidence.

To successfully deliver my Fighting Crime Plan, the successful candidate will need to be passionate about instilling the fundamental basics of policing in an outstanding way. The Peelian Principles are more relevant today than they have ever been – ensuring the Police are visibly engaged in local communities and are figures of authority and respect, who deliver justice, which is critical to improving public confidence.

Consistently awarded good or outstanding in HMICFRS inspections, with a trajectory of already increasing enforcement action, improving positive outcomes and visibility - Lancashire Constabulary needs a highly competent and focussed leader to keep up this momentum, build on our successes and take our partners with us.

Lancashire Constabulary is a large and complex organisation, with a budget of over £350million a year, c6,500 employees and significant competing demands on its services. I am looking for a senior leader who can harness, prioritise, and focus the Constabulary's resources to deliver outcomes tangible to the public.

Lancashire has a complex local government landscape, covering a population of around 1.5million people. There are a range of diverse communities and sectors, and the Chief Constable will need to be able to harness the potential that partnership working brings to better understand and protect our communities. This will also build successful strategic and operational relationships to jointly prevent crime and support victims, and more broadly inspire confidence in the leadership of the Constabulary.

It is crucial that I make the right appointment at this important moment for Lancashire. As the start of a competitive process, I am holding a familiarisation day on 17th January 2024, where you can gain an insight into what could be your future.

I look forward to meeting you and hearing your vision and ideas for joining me in leading the fight against crime in Lancashire.

Andrew Snowden

Lancashire Police and Crime Commissioner

How to apply:

For an informal discussion about the post, please contact Chief Executive of Lancashire's Office of Police and Crime Commissioner Angela Harrison on 01772 533587.

For more information about the role and how to apply:

[Candidate Information Pack](#)

[Role Profile](#)

[Application Form](#)

[Chief Constable Release Form](#)

[Equality and Diversity Monitoring Form](#)

Key Dates:

- Candidate Familiarisation Day – Wednesday 17th January 2024
- **Closing Date for Applications – Thursday 8th February 2024**
- Shortlisting – 9th February 2024
- Stakeholder Panels/ Interview – 21st and 22nd February 2024
- Police and Crime Panel Confirmation Hearing – 4th March 2024 (TBC)



**OFFICE OF THE POLICE
AND CRIME COMMISSIONER
FOR LANCASHIRE**

**Application Form
Chief Constable of Lancashire Constabulary**

Completed application forms should be returned to:

Ian Dickinson

Office of the Police and Crime Commissioner for Lancashire
Room 210
Christchurch Precinct
County Hall
Preston
PR1 0LD

commissioner@lancashire-pcc.gov.uk

Closing Date: 12 noon on Thursday 8 February 2024.

GUIDE TO COMPLETION

INTRODUCTION

This application form has been designed to provide us with sufficient information to carry out a preliminary assessment of your suitability for the post of Chief Constable and will be used for the purpose of short-listing candidates. Before completing this application form you are advised to read the instructions for completion carefully. Information given will be treated in accordance with our [privacy notices](#).

- The form should be completed in black ink or typeface (Arial 12 pitch). No attempt should be made to redesign the form.
- Please provide specific examples from your experience to demonstrate your qualities.
- Applicants are required to complete all sections of the form.
- It is imperative that you are open and honest with your answers. Evidence needs to be specific and focused on your personal involvement, experience, and actions. The evidence you present must be from the last three years. The success of your application will be determined by the extent to which your evidence relates to the competency area, how thoroughly you respond to the questions asked and how appropriate your answers are in relation to the issues facing the Constabulary.
- It is the applicant's responsibility to ensure the **Application Form (and supporting documents)** and the **Equality and Diversity Monitoring Form, and Chief Reference Form** are completed and returned to the person specified on the front of this Application Form.
- **In addition**, upon returning your application form, please ensure you provide a **short video** (no longer than 3 minutes) via We Transfer, which acts as your supporting statement. This should clearly set out why you want to become the Chief Constable of Lancashire Constabulary, what you will bring to the role and how you will embrace the vision of the Police and Crime Commissioner.
- It is the applicant's responsibility to ensure all requested information is submitted by noon on Thursday 8 February 2024. Late applications will not be accepted. Short listing will take place on Friday 9 February 2024 and successful candidates will be notified as soon as is practicable.
- The PCC will pay any reasonable and necessary expenses for candidates attending the event.
- The Assessment will be held on the Wednesday/Thursday 21/22 February 2024. Overnight accommodation will be available for you.
- Applicants are strongly advised to read the Role Profile and associated competencies.
- Treat the questions as an opportunity to demonstrate the skills, experience, and values that you think are important for the role.

2.

Details of Candidate

Title:	
Last Name:	
Previous Last Names:	
First Name (s):	
Any other name (s) you are known by or have used previously:	
Home Address:	
Post Code:	
Home Telephone No:	
Mobile Telephone No:	
Daytime Telephone No:	
E-mail Address:	

2.

Details of Candidate

Please provide details of previous three postings, starting with the most recent.

Current Role Title:	Force:
Start Date:	Current salary:
Brief description of role and responsibilities, including key achievements:(300 words)	

Previous Role Title:	Force:
Start Date:	Finish Date:
Brief description of role and responsibilities, including key achievements (300 words)	

2.

Details of Candidate

Previous Role Title:	Force:
Start Date:	Finish Date:
Brief description of role and responsibilities, including key achievements: (300 words)	

3.

Education and Qualifications

Please list any training courses attended that you consider are relevant to this application.

Please note that it is an essential requirement that you demonstrate that you meet the Eligibility Requirements as set out in the candidate information pack.

Course Title:	From:	To:	Summary of course contents:

Please provide documented proof that you meet the Eligibility Requirements for this role.

4.

Experience,
Skills and
Capabilities

Question 1. Please set out how you meet the four areas (highlighted in yellow) in the 'Essential Experience, Knowledge, Skills and Abilities' section of the role profile.

(Maximum 300 words per area).

4.

Experience,
Skills and
Capabilities

Question 2. As Chief Constable of Lancashire, explain how you would deliver on the Police and Crime Commissioner's five priorities, as set out in the Police and Crime Plan.

(Maximum 300 words per priority).

5.

Convictions/
Cautions

You must declare if you have ever been investigated, arrested, summonsed, charged, cautioned, or convicted for any offence by any UK or non-UK Police Force, Law Enforcement Agency or any other statutory prosecuting authority or agency – this includes, but is not limited to:-

- Traffic offences (including fixed penalty notices excluding parking).
- Receipt of an absolute/conditional discharge or bind over.
- Receipt of a reprimand, warning, final warning, or caution as an adult or juvenile.
- Being the subject of an Anti-Social Behaviour Order, Football Spectator Banning Order, Risk of Sexual Harm Order, Harassment Order.
- Being issued with a Penalty Notice for Disorder or other Fixed Penalty Notice (other than for parking).

Details	Date	Expunged (Yes/No)

In addition, the following must also be declared.

- Any involvement with the military authorities on disciplinary matters (whether involving court martial or not).
- Involvement in a criminal investigation (whether or not this has led to a prosecution).
- Being subject of ‘Service Confidence’ procedures.

Details	Date	Spent (Yes/No)

In accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, and the Rehabilitation of Offenders (Northern Ireland) Order 1978 (Exceptions) Order 1979, spent convictions may be considered.

Do you have any of the above? Yes No

If **YES** please give details of dates, offences, and court of conviction.

6.

Disciplinary Proceedings

In connection with this application Lancashire Constabulary will carry out criminal record, intelligence, and financial checks.

Please give details of any outstanding disciplinary proceedings being carried out in relation to your conduct and any previous disciplinary offences which have not been expunged. Please also set out any Business interests.

Details	Dates

7.

Vetting

Please indicate your current vetting status and date for review.

Vetting Status	Dates

The post is subject to Developed Vetting clearance. Shortlisted candidates will be sent a MV Form. You should complete the form and bring it with you at interview in a sealed envelope.

8.

Declaration

PLEASE ENSURE YOU SIGN THIS DECLARATION BEFORE RETURNING YOUR APPLICATION FORM

To your knowledge, are you related to the Police and Crime Commissioner for Lancashire or to any member of staff of the Office of the Police and Crime Commissioner for Lancashire?

Please indicate yes or no: _____

If YES, please state to whom you are related and your relationship:

Anyone who fails to disclose such a relationship shall be disqualified for the appointment and if appointed shall be subject to termination of contract.

I declare that the information given on this application form is to my knowledge true. I understand that if it is subsequently discovered that any statement is false or misleading any offer of appointment may be removed from Office by written notice from the Police and Crime Commissioner.

I declare that all the statements I have made in this application are true to the best of my knowledge and belief.

Signature:

Date:

LANCASHIRE CONSTABULARY CHIEF CONSTABLE



Candidate Information Pack



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INTRODUCTION

This pack contains information to help you gain a greater understanding of the Constabulary, the county of Lancashire, and what Police and Crime Commissioner Andrew Snowden is looking for in a Chief Constable.

POLICE

Thank you for your interest in the role of Chief Constable at Lancashire Constabulary

As Police and Crime Commissioner and as a resident of Lancashire, I want Lancashire Constabulary to have a reputation as the most proactive, crime fighting force in the country, that relentlessly takes the fight to criminals, has a highly visible presence on our streets, and whose officers and staff are seen as figures of authority and respect – ultimately reducing the number of victims, making people feel safer and improving public confidence.

I want a highly competent leader, experienced in operational command as well as strategic leadership - who will deliver my Fighting Crime Plan by providing inspirational leadership, leading from the front with a strong grip on the Constabulary's operations, and improving visible policing in local communities.

I am looking for a Chief Constable who shares my determination and passion to see the fundamental basics of policing delivered in an outstanding way.

The Peelian Principles are more relevant today than they have ever been – ensuring the Police are visibly engaged in local communities and are figures of authority and respect, who deliver justice, which is critical to improving public confidence.

Lancashire Constabulary is a large and complex organisation, with a budget of over £350million a year, c6,500 employees and significant competing demands on its services. I am looking for a senior

leader who can prioritise and focus the Constabulary's resources to deliver outcomes tangible to the public.

My Fighting Crime Plan announced the largest investment into Lancashire Police in living memory. A £300m, 10-year capital investment commitment to overhaul police critical infrastructure, including a sustainable new fleet, an open police station in every district, modern training facilities and enhanced digital and cyber capabilities.

This is alongside hundreds of extra police officers delivered through the Government's uplift programme and the precept locally.

Dedicated specialist units have now been set up, utilising part of the 612 extra officers - including three Rape and Serious Sexual Assault Teams, an ASB Problem Solving Unit, Roads Police and Roads Crime Teams, and more.

The county wide crackdown on anti-social behaviour through Op Centurion has already delivered more than 5,700 extra hours of Officers walking the beat and Op Warrior has seen over 1,200 crime gang suspects arrested in Lancashire.

Lancashire has a complex local government landscape, covering a population of around 1.5million people. There are a range of diverse communities and sectors, and the Chief Constable will need to be able to harness the

potential that partnership working brings to better understand and protect our communities. This will also build successful strategic and operational relationships to jointly prevent crime and support victims and more broadly, inspire confidence in the leadership of the Constabulary.

The foundations have been laid to make a real difference. I am looking for a Chief Constable who knows how to keep up the momentum and build on these foundations and the wider resources of the Constabulary to deliver on the priorities set out in my Fighting Crime Plan:

Tackling anti-social behaviour

Disrupting and dismantling organised crime

Tackling domestic abuse and sexual violence

Cracking down on burglary and robbery

Targeting dangerous drivers

If you believe you have what it takes to lead Lancashire Constabulary in the manner I have outlined, relentlessly pursuing criminals, increasing visible policing, and ensuring that justice is both done, and seen to be done – then I would encourage you to apply for the role.



Andrew Snowden
Lancashire's Police and Crime Commissioner

THE POLICE AND CRIME PLAN

The Commissioner developed this Police and Crime Plan in consultation with members of the public and partners across Lancashire to ensure it reflects the issues that matter most to people.

This is a living document and sets the strategic direction for crime-related and policing services across Lancashire, including the response to regional and national threats. It also includes information on the financial resources available both from central government and local

council tax precept along with any grant funding and how that will be allocated. Following extensive engagement and analysis of local, regional and national issues the priorities are:-



✔ Getting Tough on **Anti-Social Behaviour**

✔ Disrupting and Dismantling **Organised Crime**

✔ Tackling **Domestic Abuse and Sexual Violence**

✔ Cracking down on **Burglary and Robbery**

✔ Targeting **Dangerous Drivers**

ABOUT LANCASHIRE

Lancashire is a diverse county spread over a large geographical area with coastal towns, including Blackpool and Morecambe, and large towns, city centres, and rural communities too.

Lancashire consists of two unitary authorities Blackpool and Blackburn with Darwen, the remainder consists of upper tier Lancashire County Council and 12 District authorities: Burnley, Chorley, Fylde, Hyndburn, Lancaster, Pendle, Preston, Ribble Valley, Rossendale, South Ribble, West Lancashire, and Wyre.

The 2021 mid-year population estimate for the Lancashire area was 1,531,911 people. 23.2% were aged 0-19 years, 56.6% were aged 20 to 64 years, and 20.1% were aged 65 and over. Over the next decade the number of children aged 0-15 in the county is predicted to rise and then decline thereafter. The working age population is predicted to start to decline within five years and the older population is predicted to increase, with more people falling into the over 85 bracket each year as life expectancy increases over the period.

Most of the population of Lancashire is White (86.6%). The remainder of the population are from Black, Asian, and other minority ethnic (BAME) groups.

The ethnic breakdown of Lancashire consists of White (86.6%), Asian (10.4%), mixed race (1.6%), Black (0.7%). Other ethnic groups make up 0.8% of the population. The largest BAME populations are found in Blackburn with Darwen (39.7%), Pendle (29.6%) and Preston (27.6%).

Levels of socio-economic deprivation vary across the Lancashire with great inequalities. Districts with the highest level of deprivation in Lancashire include Blackpool, Burnley, and Blackburn with Darwen. Less deprived districts in Lancashire include Ribble Valley, South Ribble and Fylde. However, within all districts, there is a wide variation in deprivation at ward level.

(Source VRN Annual Report 2021)

The transport infrastructure includes major rail stations, air and seaports.



LANCASHIRE HAS A

£30.8Bn

ECONOMY

732k

JOBS

53k

BUSINESSES

£4.4Bn

VISITOR ECONOMY

ATTRACTING ALMOST

69M

VISITORS ANNUALLY

ABOUT LANCASHIRE CONSTABULARY

The county is split into three main policing areas, known as divisions, with each area having a Divisional Commander.

These divisions are responsible for delivery of local policing across their neighbourhoods, addressing priorities on the basis of risk, threat and harm. Local policing teams are supported by the full range of specialist teams delivering all the policing functions. These are:

East Lancashire:

- Blackburn with Darwen
- Ribble Valley
- Pendle
- Rossendale
- Hyndburn
- Burnley

South Lancashire:

- Preston
- South Ribble
- Chorley
- West Lancashire

West Lancashire:

- Blackpool
- Fylde
- Wyre
- Lancaster and Morecambe

APPROXIMATELY

3500

POLICE OFFICERS

APPROXIMATELY

200

POLICE COMMUNITY
SUPPORT OFFICERS

APPROXIMATELY

2100

POLICE STAFF



Our Vision, Strategy and Values

Our Vision

What we want to achieve

Preventing and fighting crime. Keeping our communities and people safe.

Our Strategy

The key areas we need to deliver on

Put victims at the heart of everything we do.

Reduce crime, harm, and antisocial behaviour.

Effectively respond to incidents and emergencies.

Investigate and solve crime and deliver the best outcomes to all.

Deliver an outstanding service to the public and build confidence.

Our Plan

The core areas we must focus on

Our People

Our staff are the key to our success, so we will:

- Make sure that everyone can be themselves at work, understand the role they play, and can be innovative to continuously improve.
- Continue to look after our people by prioritising engagement, health, and wellbeing.
- Develop and invest in our staff, providing training, coaching, mentoring and support so we are fit for the future.
- Create strong and empowering leaders with a focus on developing our first and second-line managers.
- Attract, retain, and develop our people and create a culture where everyone can maximise their potential.
- Reward and recognise great performance, and challenge those who don't perform.

Our Communities

To serve our communities to keep them safe, we will:

- Better understand the communities we serve.
- Have pro-active, honest, and open conversations, so we know what they are concerned about, and so we can act.
- Learn by inviting them to help us understand how we can build relationships and keep them safe.
- Build on already strong local relationships with a focus on partnership working and problem solving.
- Improve the way people contact us when they are in need.

Our Partnerships

To deliver the right services, we will:

- Understand and prioritise the needs of our communities, working together to protect those that need our help the most.
- Work with partners to ensure that people who need the most support receive the right help from the most appropriate organisation.
- Build effective and collaborative community safety partnerships with a joint understanding of local issues, focusing on long-term solutions.
- Seek opportunities to continuously improve our service by connecting with other organisations in the private, public, and academic sectors.

Our Resources

To enable us to continuously improve, we will:

- Focus on value for money and efficiency.
- Improve how we design our processes to make it as simple as possible for you to do your job.
- Predict our demand and target our resources by improving our data and making better use of the information we hold.
- Be innovative, encourage ideas and support change initiatives that help us to improve.
- Improve opportunities for agile and flexible working by changing our culture and working practices.
- Understand and reduce our impact on the environment to improve our efficiency.
- Continue with our investment in digital services, making all systems safe and secure, and easy to use and access.

Our Values

Who we are

Professional

Accountable

United

Always with respect

"It's what we do here"

CONSTABULARY PERFORMANCE

Lancashire PEEL Assessments 2021/2022

Lancashire Constabulary continues to be one of the top performing forces in the country with the 2021/22 HMICFRS PEEL Inspection recognising the Constabulary as a good force that engages with

the public and plans for the future effectively, managing finances well and protects the public of Lancashire from the most serious of offenders.

The report made a special mention of the Force's successful problem-solving approach to reduce rural crime and prevent antisocial behaviour which the Commissioner will continue to invest in through dedicated rural task forces.

Peel Inspection Outcomes 2021/22:

Outstanding	Good	Adequate	Requires Improvement	Inadequate
	Preventing Crime	Responding to the Public	Investigating Crime	
	Protecting Vulnerable People			
	Managing Offenders			
	Developing a Positive Workplace			
	Good Use of Resources			
	Treatment of the Public			

However, both the Chief Constable and the Commissioner acknowledge there is work to do to improve in some areas, including how the Constabulary develops their policing model so they can respond more effectively to calls for service, investigate crime consistently and thoroughly and ensure that they are consistently delivering an outstanding service to victims of crime.

This presents a real opportunity for the next Chief Constable to strive for outstanding.

FINANCE INFORMATION

Lancashire's revenue budget in 2023/24 is £369.5m. The budget supports the delivery of the PCC's Police and Crime Plan that focusses on:

- Getting tough on anti-social behaviour
- Disrupting and dismantling organised crime
- Tackling domestic abuse and sexual violence
- Cracking down on burglary and robbery
- Targeting dangerous drivers

Beyond 2023/24 the Medium Term Financial Plan currently reflects a funding gap of £16m reflecting the following key assumptions:

- 1% increase in core grant from government each year
- No increase to council tax in future years
- An increase in taxbase of 1.5% per year
- An increase in pay for officers and staff of 2% each year

The key issues faced over this period include the impact of maintaining the police officer uplift programme against the requirement to meet part of the expected inflationary pressures from cost savings and the impact of delivering of an ambitious capital investment programme.

It is recognised that whilst this task is challenging and complex, the ultimate goal is to ensure that the Constabulary continues to use its resources efficiently, focusing upon the services that make a real difference to the people of Lancashire.



ABOUT THE ROLE

Job Title: Chief Constable of Lancashire Constabulary

Term: Five-year fixed term appointment

Salary: £184,273

Duties and responsibilities

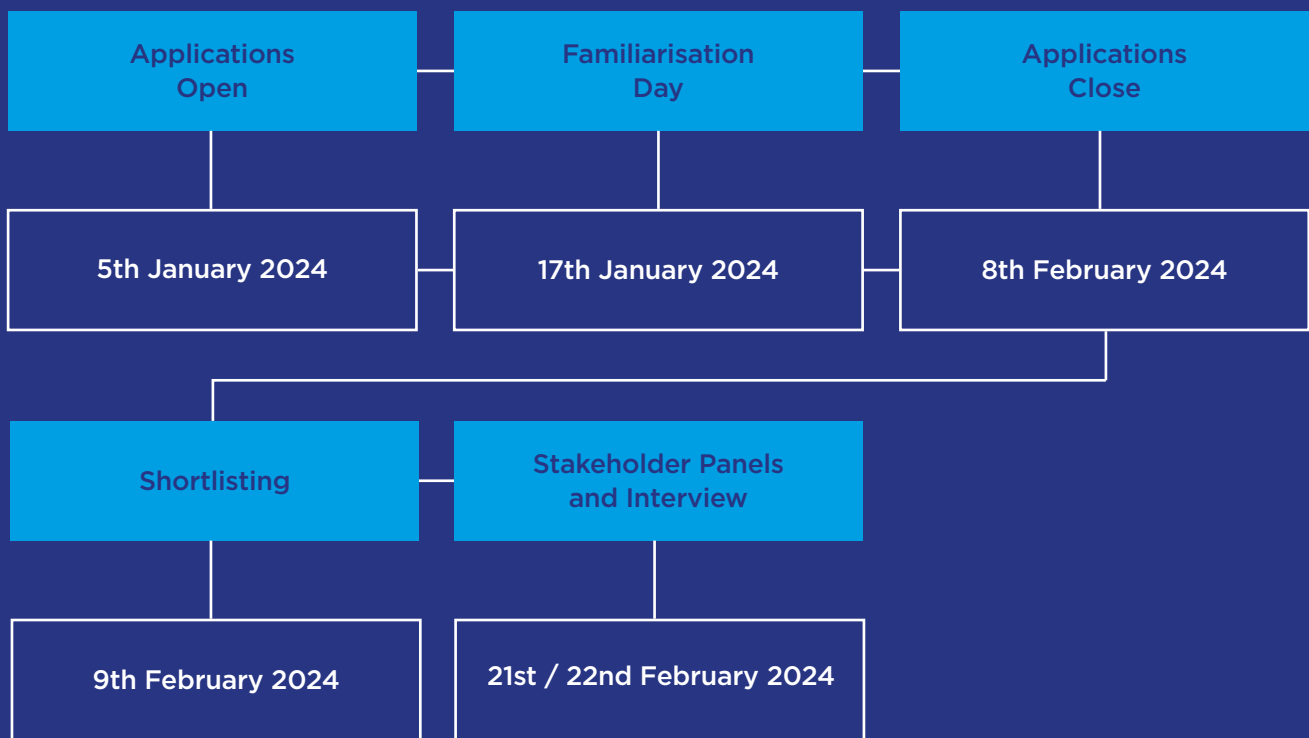
- As Chief Constable you will work closely with the Police and Crime Commissioner to effectively plan, deliver and be accountable for how the Constabulary will contribute to the delivery of the Police and Crime Plan.
- Your contribution will be leading the Force, creating a vision, and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective, and efficient policing service.
- As Chief Constable 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 are also responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.
- As a Corporation Sole, you as Chief Constable are responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with the Schemes of Governance and Consent that determine Force governance arrangements.
- As part of the Senior Management Team (SMT) lead business planning and reporting.

Key Duties

- Setting and ensuring the implementation of organisational and operational strategies for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement to provide an effective and efficient policing service that meets current and future policing demands of the communities of Lancashire.
- Developing a mutually productive strategic relationship with the Police and Crime Commissioner and their Office, in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Developing and maintaining governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation to achieve and maintain high performance.
- Leading 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 that builds the confidence of the public whilst empowering your team.
- Leading, inspiring, and engaging 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, values, and objectives.

The full role profile is available at lancashire-pcc.gov.uk

CANDIDATE TIMELINE



Eligibility Requirements

Applicants must meet the following requirements:

- Has held rank of Assistant Chief Constable, Commander or more senior rank in a UK Police Force
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course or the Executive Leadership Programme – stage 5 (executive leaders)

For applicants from overseas

- Applicants must have served in an approved overseas police force at an approved rank

Career history and conduct

The Commissioner will consider applicant's disciplinary or career record.

Enquiries relating to this will be carried out with the applicant's consent.

Examples of issues a chief officer may need to disclose include:

- Formal disciplinary proceedings (including where the outcome has been disproven)
- Comments made by the IOPC
- Written warnings
- Any on-going investigations where the outcome is unknown at the time of the application

The appointment is conditional on appropriate medical clearance and MV and DV vetting in accordance with the procedure in operation within Lancashire Constabulary and the national vetting policy.

HOW TO APPLY?

Prospective candidates who would like more information about the role can contact the Chief Executive of the Office of the Police and Crime Commissioner, Angela Harrison in confidence on 01772 533587 for an informal discussion.

Alternatively, candidates can contact the College of Policing's Senior Officer Hub team who can raise questions anonymously with Angela Harrison on their behalf.

Prospective applicants are invited, if they wish, to attend a familiarisation visit to the Constabulary on 17th January 2024, which can be arranged by contacting the Office of the Police and Crime Commissioner on 01772 533587 or via **commissioner@lancashire-pcc.gov.uk** no later than 12 noon on Friday 12th January 2024.

The College of Policing Senior Officer Hub team can be reached via **hub@college.pnn.police.uk**

Candidates are invited to apply by submitting:

- A completed application form.
- A short video (no longer than 3 minutes)
- Chief Constable reference form.
- Equality and Diversity Monitoring Form

Applications should be sent for the attention of Ian Dickinson via **commissioner@lancashire-pcc.gov.uk** by 12 noon on Thursday 8th February 2024.

Shortlisting

Shortlisting will take place on 9th February 2024 and successful candidates will be notified as soon as practicable thereafter.

Assessment

Candidate assessment will take place over two days the 21st and 22nd February 2024.

On 21st February 2024 candidates will be required to participate in two Stakeholder Panels. These will comprise of officers and staff, together with partner representatives. The audience at this event will be asked to share thoughts on the candidates which will be provided to the members of the Selection Panel. Feedback from this event will be considered and may be used further at interview, but will not form part of the formal selection process.

On the 22 February 2024 candidates will be required to provide a 10-minute presentation on a topic to the Selection Panel which will have been shared in advance of the day to enable preparation.

The presentation will be followed by a formal interview.

Following the Selection Panel, a "preferred candidate" will be notified, the preferred candidate will be subject to DV and MV vetting and a Medical.

Appointment of a preferred candidate to the Office of Chief Constable is subject to confirmation at a hearing of the Police and Crime Panel for Lancashire.

Confirmation Hearing

The preferred candidate, together with the Police and Crime Commissioner, will be required to attend a public Confirmation Hearing. It is anticipated that this will be on 4 March 2024. The purpose of attendance will be to answer any questions the Police and Crime Panel may have relating to the appointment. Following the Confirmation Hearing, the Police and Crime Panel will make a report to the Police and Crime Commissioner on the proposed appointment. The Panel may approve, disapprove or veto the Commissioner's preferred candidate. Following the Confirmation Hearing a formal offer of appointment will be made (subject to any outstanding checks e.g., conduct, medical, vetting)

SUMMARY OF TERMS AND CONDITIONS

Salary

Chief Constable salaries are set nationally and are dependent on the size of the force.

The Police and Crime Commissioner has set the Chief Constable's salary at £184,273 per annum as recommended by the National Police Remuneration Review Body.

This salary will increase in line with national police pay settlements.

Length of employment

The initial fixed term appointment will be for 5 years, to be agreed as part of the final negotiations. Including the option for an extension will also be discussed.

Notice period

Termination of the fixed term appointment by the appointed person will require a three month notice period to be provided to the PCC.

Location

The Constabulary Headquarters is located in Hutton, Preston. However, your normal place of duty is not fixed as this can be anywhere within the Lancashire Constabulary area.

Benefits

As post holder you are entitled to participate in the Lancashire Constabulary Chief Officers' Car Scheme. A car allowance can be provided if preferred. The PCC will provide reimbursement to the post holder of reasonable business expenses in line with Police regulations.

The PCC will meet the cost of the CPOSA Legal Expenses Insurance.

Relocation

The post holder's residence should be within a reasonable travelling distance of the Constabulary Headquarters, Hutton to enable them to fulfil the responsibilities of the post.

Where the post holder moves 'home', and it is in the interest of efficiency and effectiveness of the force, the PCC will pay reasonable costs arising from the sale and purchase of property and removal expenses in line with national regulations.

KEEPING IN TOUCH

If you want to keep in touch,
then you can:

Email: commissioner@lancashire-pcc.gov.uk

Post: Office of the PCC for Lancashire
PO Box 100,
County Hall,
Preston,
PR1 0LD

Call: 01772 533 587

Web: Lancashire-pcc.gov.uk

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community messaging.





CHIEF CONSTABLE OF LANCASHIRE ROLE PROFILE

Post Title: Chief Constable of Lancashire Constabulary

Responsible to: Police and Crime Commissioner for Lancashire

Salary Range: £184,273 + Relocation and Benefits Package

Term: 5-year fixed term contract

Vetting Status: Developed Vetted and Management Vetted

Job Purpose:

Duties and responsibilities

Your contribution will be leading the Constabulary, 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.

As Chief Constable 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 are also responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, you as Chief Constable are responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with the Schemes of Governance and Consent that determine Constabulary governance arrangements.

Key Duties

Setting and ensuring the implementation of organisational and operational strategies for the Constabulary, having due regard to the Police and Crime Plan and Strategic Policing Requirement, to provide an effective and efficient policing service that meets current and future policing demands of the communities of Lancashire.

Developing a mutually productive strategic relationship with the Police and Crime Commissioner and his Office in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.

Developing and maintaining governance arrangements and processes within the Constabulary, to ensure effective decision making and appropriate action at all levels/tiers of the organisation to achieve and maintain high performance. Leading 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 that builds the confidence of the public whilst empowering your team.

Leading, inspiring, and engaging 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 Constabulary vision, values, and objectives.

Holding accountability for Constabulary financial management and determining 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.

Fulfilling the authorising responsibilities of a Chief Constable e.g., authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, to protect the public and further develop the Constabulary's operational strategies.

Leading and commanding the operational policing responses on occasion, in the highest risk and high-profile instances, to protect the public and ensure an appropriate and effective response. Advising 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.

Developing and maintaining 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 objectives.

Representing 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.

Creating and driving a culture of development, change, and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.

Playing an active role in national decision making on the development of the Police Service to enable the effective coordination of operations, reform and improvements in policing and the provision of value for money.

Leading national thinking, policy, and guidance within an area of specialism to enable the continuous improvement of effective policing practice.

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).

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels of the CVF:

Resolute, compassionate and committed

We are emotionally aware: **CVF Level 3**

We take ownership: **CVF Level 3**

Inclusive, enabling and visionary leadership

We are collaborative: **CVF Level 3**

We deliver, support and inspire: **CVF Level 3**

Intelligent, creative and informed policing

We analyse critically: **CVF Level 3**

We are innovative and open-minded: **CVF Level 3**

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).
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course or the police leadership programme – stage 5 (executive leaders)
- 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.
- A demonstrable track record of performance driven delivery, reducing crime and antisocial behaviour.

- 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 effects 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 office holders 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 Office holders are expected to demonstrate a commitment to the principles of equality of opportunity and fairness of treatment for all within Lancashire Constabulary.