

# Chief Constable

Recruitment Pack

**JOIN US.**

**LOVE DORSET.**



**DORSET  
POLICE**

Thank you for your interest in becoming the next Dorset Police Chief Constable.

Dorset is one of the higher performing police services in England and Wales – with the latest crime statistics showing a further decrease in overall crime and an increase in positive outcome rates, making Dorset currently the fifth safest force area.

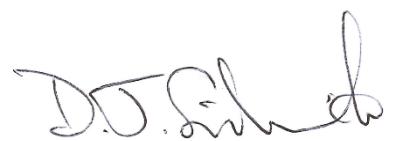
Despite this, I recognise our current and future challenges, and wish to appoint a Chief Constable who shares a vision of continuous improvement and who understands that policing is at its best when it represents, works with and strengthens our communities.

As PCC, I have the privilege of representing Dorset residents, and they deserve an exceptional and proven leader who will build on past successes, deliver the priorities in my Police and Crime Plan, and drive the Force towards being the safest county.

From me, you will have a partner who will provide challenge, direction and support.

Together we can tackle not only, the things that matter to our local residents, but also, the complex and high harms that drive our demand. As Chief Constable, I will expect you to further develop our shared culture of innovation and transformation, including across the wider partnership landscape.

If you share this ambition, and believe you are the right person to lead our police service, then I encourage you to contact my Chief Executive, Simon Bullock, on [simon.bullock@dorset.pnn.police.uk](mailto:simon.bullock@dorset.pnn.police.uk).



David Sidwick

Police and Crime Commissioner for Dorset





## WE SERVE DORSET

A beautiful county bordering Wiltshire, Hampshire, Devon and Somerset. Our county town is Dorchester, but other notable locations are the holiday resorts of Bournemouth, Poole, Lyme Regis, Swanage and Weymouth.

We police 1024 square miles, 3300 miles of roads and 88 miles of coast.

We serve a population of 799k, split between our two local authorities (390k in Dorset, and 409k in Bournemouth, Christchurch and Poole).

We serve residents who live in large towns with busy shopping centres and vibrant night-time economies, along with rural areas dotted with picturesque villages and hamlets, and coastal communities with major attractions and large seasonal transient populations.

We serve eight parliamentary constituencies, and two large unitary authorities. We also serve around 160 Parish and Town Councils – with almost 1500 councillors.

We serve over 55k businesses - ranging from well-known internationals to fast-growing local enterprises. We are proud of Dorset's status as an innovation hotbed with a strong entrepreneurial culture.

# CHIEF CONSTABLE ROLE PROFILE

**Location:** Dorset Police HQ, Winfrith, Dorset DT2 8DZ

**Salary:** £181,575 (± 10%)

**Contract:** Negotiable up to five years

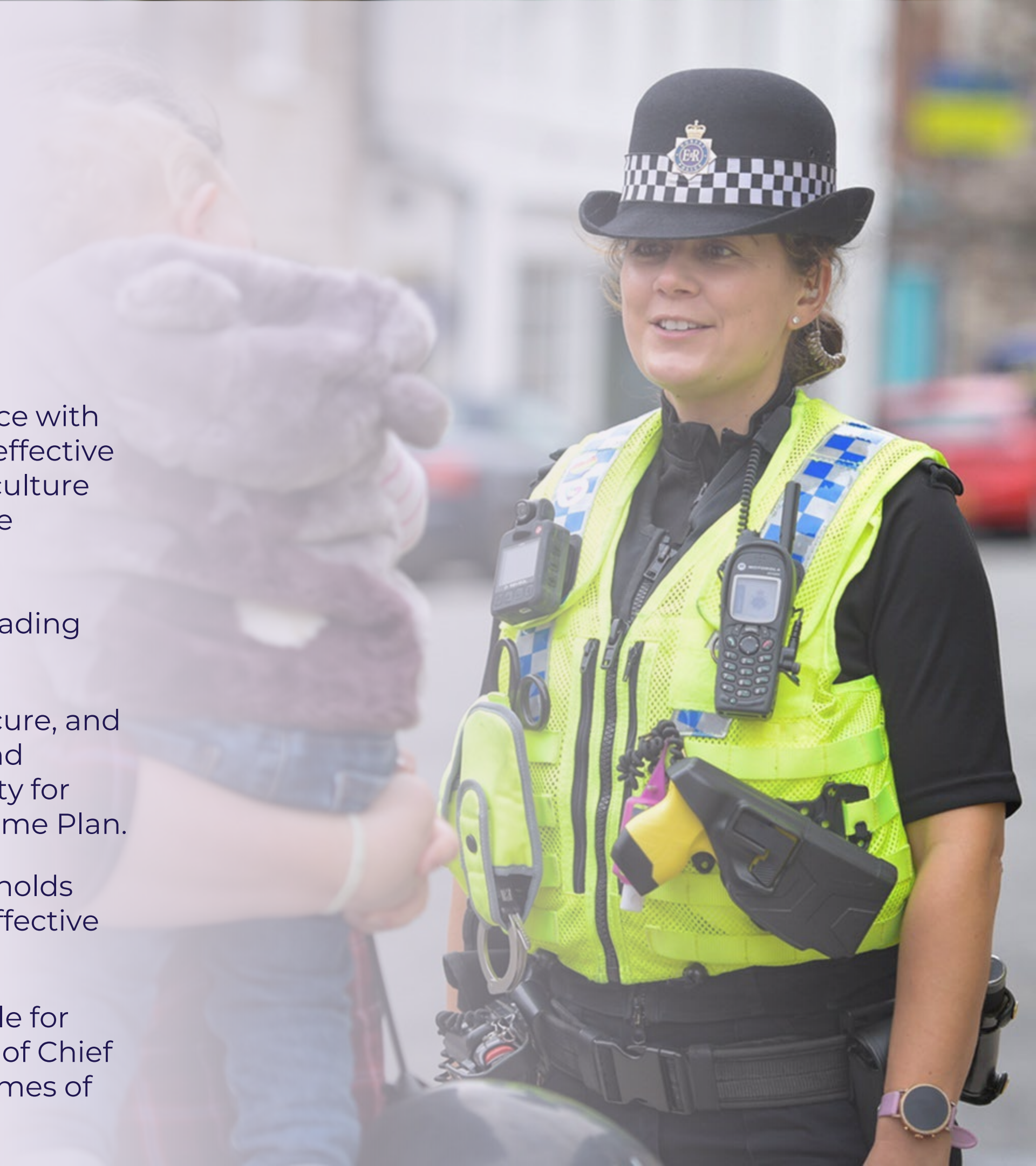
**Scope:** The direction and control of Dorset Police, in accordance with the Police Act 1996, in order to provide Dorset with an effective and efficient police service, and to create a vision and culture that builds public trust and confidence and enables the delivery of an efficient and effective police service.

**Purpose:** The Chief Constable has the overall responsibility for leading Dorset Police.

Responsible for keeping our communities safe and secure, and the direction and control of the Force's officers, staff and volunteers, the Chief Constable has overall responsibility for enacting and delivering the vision of the Police and Crime Plan.

The Chief Constable is operationally independent and holds direct accountability for the operational delivery and effective command of policing services.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable, including complying with the existing schemes of governance.



# CHIEF CONSTABLE RECRUITMENT PROCESS

**02/04:**  
Recruitment opens

**30/04:**  
Application deadline

**06/05:**  
Shortlisting

**11-15/05:**  
Psychometric testing

**07/05:**  
Candidates notified

**19-20/05:**  
Assessment and selection

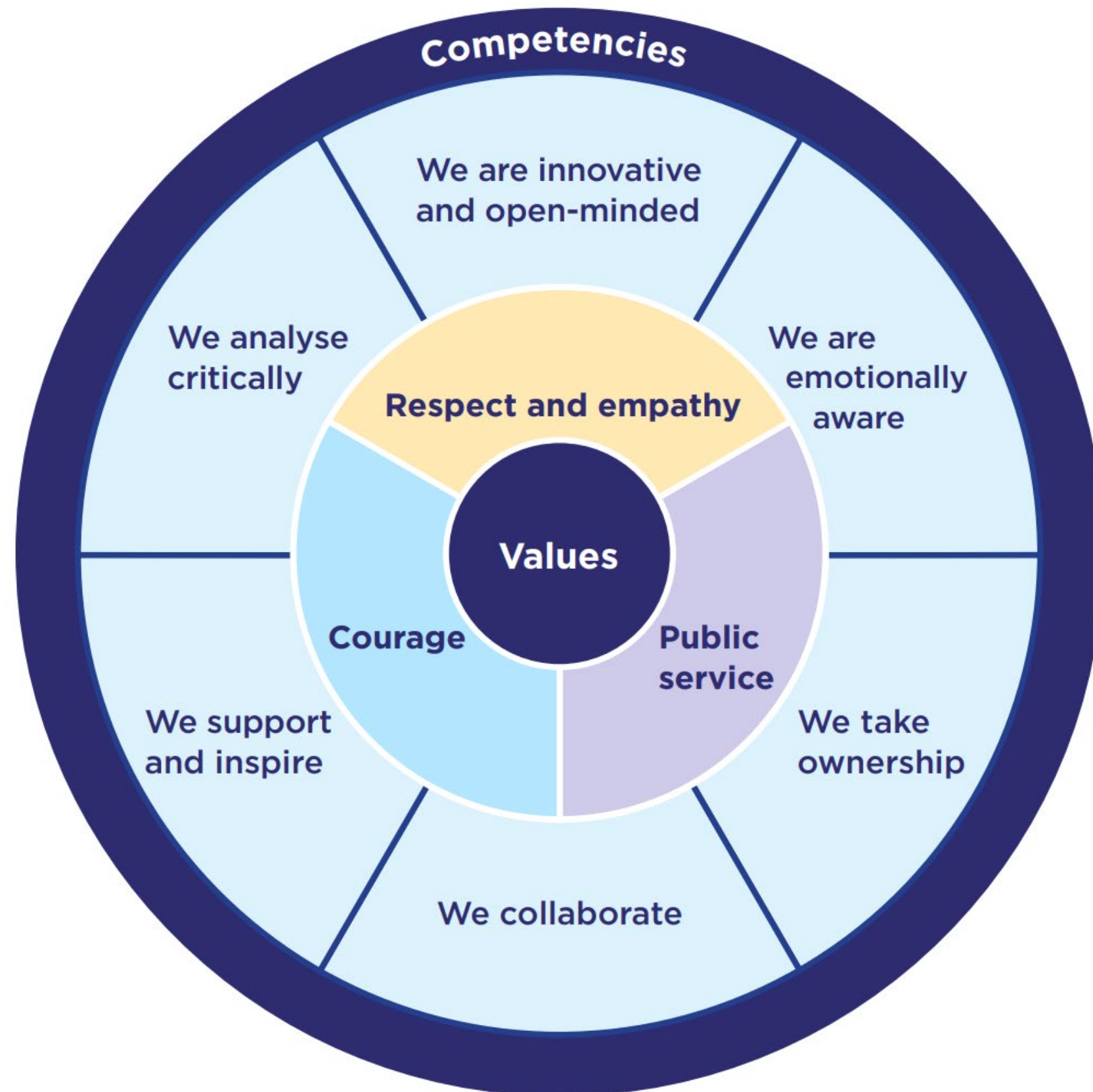
**02/07:**  
Police and Crime Panel  
confirmation hearing

**25/07:**  
Current Chief  
Constable retires

# CHIEF CONSTABLE KEY RESPONSIBILITIES

1. To make Dorset safer, and feel safer
2. To lead the strategic management of the Force, including setting the Policing Vision and proactively ensuring the delivery of the Police and Crime Plan
3. To provide an efficient and effective policing service for Dorset that meets current and expected future demands
4. To promote the highest levels of professional conduct in the Force, including leading the Chief Officer Group to promote a positive workforce culture and uphold the Force values and behaviours
5. To lead a mutually productive relationship with the PCC and OPCC in line with the Policing Protocol, whilst fulfilling the legal obligations as Corporation Sole
6. To undertake a leading role in the corporate and strategic development of the Force to ensure productivity, value for money and organisational effectiveness
7. To hold accountability for Force financial management and determine operational budgets according to the relevant frameworks and guidelines, to ensure the effective use of public spending and maximise value for money
8. To ensure the Force effectively engages and communicates with the public, and promotes customer focused strategies that deliver high levels of public confidence
9. To recognise the importance of culture and inclusion in the Force's working practices and to commit publicly and personally for Dorset Police to become anti-discriminatory in the provision of its policing services
10. To oversee the development, implementation and review of Force policies and strategies
11. To lead and command operational incidents and events as necessary, including acting as Force Gold Commander, participating in the Chief Officer on-call rota, and otherwise fulfilling the authorising responsibilities of a Chief Constable
12. To represent the Force's interests at a local, regional and national level to both the public, media and other external stakeholders
13. To further strengthen relationships with local, regional and national partners, strategically collaborating, influencing and aligning delivery to contribute to local improvement
14. To undertake regional and national responsibilities as part of NPCC, and to actively contribute to the national thinking – particularly around police reform – in a way that supports the delivery of the Force vision and Police and Crime Plan
15. To work with the PCC and OPCC to provide professional advice so that the PCC remains informed and is best advised to fulfil his/her functions
16. To undertake such other tasks, commensurate with rank of Chief Constable as the Police and Crime Commissioner shall specify

# COMPETENCIES AND VALUES



The competency and values framework (CVF) provides clear expectations for everyone working in policing.

It plays a significant role in the recruitment, assessment and development of officers and staff at every level.

You will be expected to know, understand, uphold and champion the competencies and values of the police service, and the Code of Ethics.

This is a challenging post that will require a well-established and balanced mix of competencies which are drawn upon in a variety of combinations according to circumstances.

These will need to be exercised at a consistently high level to enable the postholder to achieve results (level 3).

# ELIGIBILITY AND EXPERIENCE

- ▶ Held rank of ACC/Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas)
- ▶ Authorising Officer Training
- ▶ Successful completion of the Executive Leaders Programme, or its precursors (Senior Police National Assessment Centre and the Strategic Command Course)
- ▶ Wide-ranging law enforcement experience
- ▶ Operating at a strategic level, including the leadership of senior law enforcement officers and staff
- ▶ Relevant operational experience with evidence of the effective management of critical and major incidents
- ▶ Leadership across a range of operational and enabling policing functions
- ▶ Successfully engaging with and influencing multi-agency partnerships
- ▶ Implementation and management of an effective performance framework
- ▶ Commitment to community and customer focus at a senior leadership level
- ▶ Effective change management experience
- ▶ Accountability for management of significant budgets
- ▶ Evidence of continuing professional and personal development

The postholder will develop a range of key working relationships to fully effect their duties, including but not limited to:

- ▶ Police officers, staff, specials and volunteers at all levels
- ▶ The PCC and the Office of the PCC
- ▶ National bodies including Home Office, HMICFRS, NPCC and APCC
- ▶ Local partners across local authorities, criminal justice agencies, health, blue light and other partners, elected members, the private sector, and the community and voluntary sector
- ▶ Members of the public
- ▶ Staff Associations, Unions and Networks representatives

# APPOINTMENT PROCESS 1

The process of selecting a Chief Constable will be carried out in accordance with the College of Policing guidance on the appointment of Chief Officers.

## Application Form

To request an application form, or for advice at any point during the application process, please contact Simon Bullock, OPCC Chief Executive, on [simon.bullock@dorset.pnn.police.uk](mailto:simon.bullock@dorset.pnn.police.uk)

Please refer to the application form for details on its completion. The application form must not be modified.

Completed application forms should be emailed to Simon Bullock, on the above address, by 12pm on Thursday 30 April.

## Familiarisation Conversations

Please email Simon Bullock to arrange any familiarisation conversations with the Force and/or OPCC leadership.

## Shortlisting

The shortlisting will take place on Wednesday 6 May and be made against the College of Policing Competency and Values Framework. The Shortlisting Panel will comprise of:

- ▶ David Sidwick, Dorset PCC
- ▶ Aiden Dunn, BCP Council Chief Executive
- ▶ Siobhan Harrington, Chief Executive, University Hospital Dorset
- ▶ Matthew Scott, Kent PCC
- ▶ David Lewis, former Dorset Deputy Chief Constable

The Panel will be advised by Simon Bullock and observed by Cllr Alasdair Keddie, Chair Dorset Police and Crime Panel.

## Psychometric Testing

To support the selection process, shortlisted candidates will be invited to complete an online personality profiling tool. The resulting full report will be made available to candidates, and a short summary will be made available to the Appointment Panel.

This service will be provided by The Colour Works and may involve a short conversation with one of their consultants. This will be carried out remotely, and will happen during the week commencing Monday 11 May.

# APPOINTMENT PROCESS 2

## Assessment Days

The selection and assessment will take place on Tuesday 19 and Wednesday 20 May, and Dorset Police HQ , Winfrith.

The process will consist of:

- ▶ A 30-minute pre-prepared presentation, followed by a 60-minute 'Appointment Panel' consisting of senior executives from policing and partners, and chaired by the PCC
- ▶ A 60-minute 'People Panel' consisting of representatives from internal policing staff associations, unions and networks
- ▶ A 60-minute 'Partner Panel' consisting of senior representatives from local authorities, health, criminal justice, and probation
- ▶ A media exercise managed by the OPCC and supported by a broadcast journalist and a videographer

Further details will be made available to shortlisted candidates.

Following the assessment days a preferred candidate will be notified.

## Vetting

The preferred candidate will be subject to the required vetting and medical checks. References will be checked and, if relevant, the preferred candidates previous Force will be contacted.

## Confirmation Hearing

The preferred candidate, along with PCC and OPCC, will attend the Dorset Police and Crime Panel on Thursday 2 July, for the confirmation hearing. Like other Panel meetings, it is likely that the meeting will be livecast.

## Appointment

Subject to the outcome of the vetting and confirmation hearing, a formal confirmation of appointment will be made.

## Further Information

Please refer any queries to Simon Bullock, OPCC Chief Executive, on [simon.bullock@dorset.pnn.police.uk](mailto:simon.bullock@dorset.pnn.police.uk)

# POLICE AND CRIME COMMISSIONER FOR DORSET

Force Headquarters  
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 @PCCDorset

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