

ROLE PROFILE



Office of the
**Police & Crime
Commissioner**
West Yorkshire

POST TITLE: CHIEF CONSTABLE

**ACCOUNTABLE TO: THE POLICE AND CRIME COMMISSIONER FOR
WEST YORKSHIRE**

RESPONSIBLE FOR: The Chief Constable has overall responsibility for leading the Force setting direction and a culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service in accordance with the vision set out in the Police and Crime Commissioner's Police and Crime Plan. As a Corporation Sole, the Chief Constable is 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 force governance arrangements.

Role Requirements:

1. To work with the Police and Crime Commissioner and the Force to set and ensure the implementation of organisational and operational strategy, having due regard to the Police and Crime Plan, 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.
2. 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 Corporation Sole.
3. To provide high profile, strategic leadership to the Force in delivering the Commissioner's Police and Crime Plan and develop and maintain governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
4. To ensure the high performance of West Yorkshire Police, in particular by:
 - (a) 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.
 - (b) Developing and maintaining strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements, effective partnership working and change in the broader operating context and enable the achievement of the Force and wider objectives.
 - (c) Representing the Force 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.

- (d) Developing and implementing strategies to positively further the policing and community safety of West Yorkshire.
 - (e) 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 objectives and goals.
 - (f) Creating and driving a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in the delivery of evidence based policing.
5. To play an active role in regional and national decision making in the development of the Police Service to enable the effective structures for delivery, appropriate reform and improvements in policing and wider community safety.
 6. To ensure the provision of professional advice and relevant information to the Police and Crime Commissioner to support him or her and the Office of the Police and Crime Commissioner in fulfilling their functions as set out in legislation.

Behaviours:

The Chief Constable should be operating at the following levels of the Competency and Values Framework (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](#)

Experience and Skills

Experience:

- Held the 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).
- Wide ranging operational law enforcement experience including Authorising Officer.

- 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.
- Experience of accountability for management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

Skills:

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- 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 and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders.
- 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.

- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.