



*The appointment of the*

# **Chief Constable for Dorset Police**





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

Dorset is one of the highest performing police services in England and Wales: we are rated 'good' overall by HMICFRS; have the ninth lowest crime rate; and are supported by consistently strong levels of public confidence.

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 as set out in my Police and Crime Plan, and drive the Force towards being 'outstanding'.

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).

Best wishes,

A handwritten signature in black ink, appearing to read 'D. Sidwick'. The signature is fluid and cursive, written over a light blue background.

David Sidwick  
Police and Crime Commissioner for Dorset

# ROLE PROFILE

## POST

Chief Constable

## ACCOUNTABLE TO

Police and Crime  
Commissioner

## LOCATION

Police Headquarters  
Winfrith  
Dorset  
DT2 8DZ

## RESPONSIBLE FOR

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 the fulfilment of all statutory and legal obligations of the office of Chief Constable.

## SALARY

£164,907

## ROLE 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 all policing services.

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.



# KEY RESPONSIBILITIES

- To make Dorset safer, and feel safer
- To uphold the Force values and behaviours
- To lead the strategic management of the Force, including the Policing Vision
- To undertake a leading role in the corporate and strategic development of the Force to ensure productivity, value for money and organisational effectiveness
- To undertake a key role in promoting strategies that ensure a customer focused service and high levels of public confidence
- To ensure the Force has effective engagement and communication with the public
- To promote equality, diversity and human rights in the Force's working practices and in the provision of policing services
- To promote the highest levels of professional conduct in the Force
- To oversee the development, implementation and review of Force policies and strategies
- To lead and command operational incidents and events as necessary
- To act as Force Gold Commander, participating in the Chief Officer on-call rota
- To act as Force media spokesperson where appropriate
- To represent the Force's interests at a local, regional and national level
- To undertake regional and national responsibilities as part of NPCC portfolios as required
- To contribute to the professional development of key members of staff
- To provide professional advice to the Police and Crime Commissioner so that he/she remains informed and is able to fulfil his/her functions
- To undertake such other tasks, commensurate with rank of Chief Constable as the Police and Crime Commissioner shall specify

# BEHAVIOURS

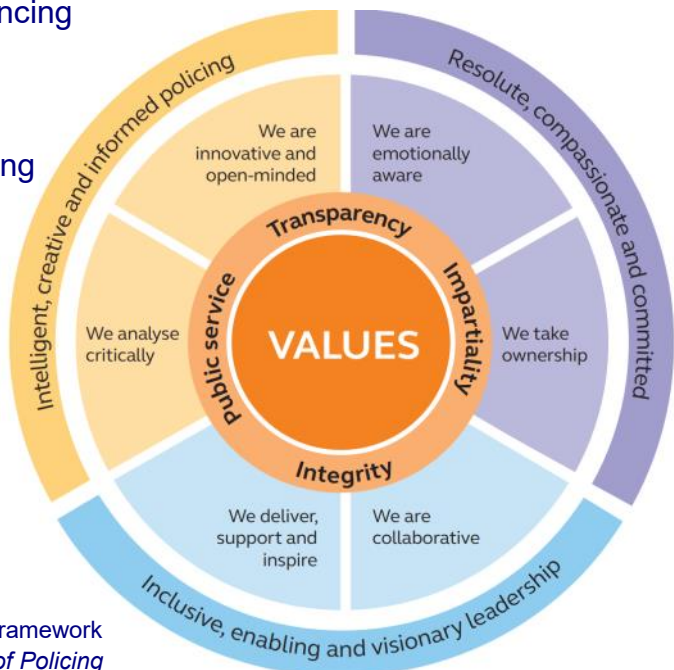
You will be expected to know, understand and champion the values and ethics of the police service.

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).

The PCC has adopted the following competency requirements, which are based on the Force values and behaviours:

- Strategic Perspective
- Community Focus
- Openness to Change
- Effective Communication
- Negotiation and Influencing
- Problem Solving
- Maximising Potential
- Planning and Organising
- Respect for Diversity
- Personal Responsibility
- Team Working
- Resilience



Competency and Values Framework  
College of Policing

# QUALIFICATIONS AND EXPERIENCE

- Held rank of at least Assistant Chief Constable/ Commander in a UK Police Force (or have held one of the designated roles if appointed from overseas)
- Successful completion of the Senior Police National Assessment Centre and the Strategic Command Course
- Authorising Officer Training
- 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



# KEY ACTIVITIES

The postholder will have the following core responsibilities and be expected to effectively deliver the associated key activities:

- Leadership and organisational management
- Managing and developing people
- Working with partners to enhance community safety
- Police operations
- Marketing and communications
- Achieving results
- Personal visibility and responsibility

# WORKING RELATIONSHIPS

The postholder will be responsible for maintaining and developing a range of key working relationships in order to fully effect their duties. These may be modified by the Police and Crime Commissioner to meet future organisational and operational needs.

- Chief Officers
- Police officers, police staff, special constables and volunteers at all levels
- Police and Crime Commissioner and officers of the OPCC
- National bodies including Home Office, HMICFRS, NPCC and APCC (and constituent committees and working groups thereof)
- Local bodies including local authorities, criminal justice agencies and other partners, Councillors and MPs, the private sector, special interest groups and voluntary organisations
- Members of the public and community groups and representatives
- Staff Association and Trade Union representatives

# TERMS OF APPOINTMENT AND MAIN CONDITIONS OF SERVICE

## Police Acts, Police Regulations and Determinations

1. The appointment of Chief Constable will be made in accordance with the provisions of the Police Acts, Regulations and Determinations, and any other relevant legislation, and will be subject to a Confirmation Hearing by the Dorset Police and Crime Panel.

## Qualifications

2. Candidates must be police officers, with suitable qualifications.

## Salary

3. The annual salary grade for the post is £164,907 per annum, in accordance with the Police Negotiating Board agreement on pay and conditions of chief police officers and subject to a Confirmation Hearing. Within the discretion available to the Police and Crime Commissioner, the salary offered incorporates a 10% variation above the relevant Chief Constable salary spot rate for which the relevant determinations are awaited. Salary is paid on the last working day of each month.

## Working Location

4. Dorset Police has adopted a new approach to management and team working which focuses on outcomes rather than presence. As a highly visible role, the expectation is that the majority of work will be carried out from Force Headquarters, Winfrith. However, the nature of the role will also require travel throughout Dorset, the south west region and nationally. This may on occasions include periods of time spent working at other locations around the country.

## Working Hours

5. The post holder will be contracted to work 40 hours per week. However, the postholder will have responsibility for representing the service and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time. The role will require evening and weekend working including attending meetings and events when required. There is a requirement to be contactable 24 hours per day when acting as the designated Chief Police Officer.

## Holiday

6. The postholder is entitled to leave in accordance with Police Regulations.



## **Benefits**

7. All Chief Officers with Dorset Police contracts are entitled to a Force provided car for business and personal use where the capital cost of the car to the Force does not exceed £36,000. The capital cost is reviewed annually. The Chief Officer Scheme also provides for a non-pensionable 'cash alternative' of £9,800 should the Chief Officer provide and use their own car for private and business use. In such cases, the individual would become responsible for all costs associated with the provision and use of the vehicle with the exception of fuel for business mileage which would be reimbursed at the HMRC fuel only rates.
8. The Office of the Police and Crime Commissioner will meet the cost of NPCC membership fees, and the individual member's fees of CPOSA and the cost of the annual legal protection insurance cover provided by CPOSA.
9. A Health Check is provided to Chief Officers annually for those over 50 and biennially for those under 50. There is also access to the services of a consultant clinical psychologist.

## **Housing Allowance**

10. A Replacement Allowance will be payable in accordance with Police Regulations.

## **Removal/Relocation Expenses**

11. The Office of the Police and Crime Commissioner will pay removal/relocation expenses in accordance with Regulation 35, provided this meets an expectation of reasonableness.
12. Payment is dependent on the accommodation to which the officer is moving being within the County of Dorset or, provided the prior consent of the Police and Crime Commissioner has been given, outside the County but within a reasonable commuting distance of Dorset Police Headquarters.

## **Superannuation**

13. Superannuation contributions will be deducted at the rate specified in the Police Pension Regulations.

## **Pre-employment Checks**

14. Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment, security and reference checks. These must all be deemed as satisfactory by Dorset Police. A formal offer of appointment will not be made until **all** of the above pre-employment checks are satisfactorily completed. Any changes in circumstances are brought to the attention of the PCC.

### **Whole-time Service**

15. The successful candidate will be required to devote his/her whole-time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment without the prior written consent of the Police and Crime Commissioner.

### **Term of Appointment**

16. The successful candidate will take up the appointment for a fixed term of 5 years which may be extended subject to the prevailing Regulations. Any extension(s) to that term shall require the approval of the Police and Crime Commissioner.

### **Period of Notice**

17. The appointment is subject to 3 months' written notice or such shorter notice as may be accepted by the Police and Crime Commissioner.

### **Smoking at Work**

18. A no smoking policy is in operation in all offices and other areas of Force premises.

### **Gifts and Hospitality and Business Appointments**

19. The postholder will be subject to the standard Dorset Police gifts and hospitality policy. The postholder shall not undertake a business interest without the prior written consent of the Police and Crime Commissioner.

### **Employment Post Service**

20. The Chief Constable must ask permission before accepting employment within 12 months of leaving the force, if another job would potentially bring about a conflict of interest.
21. In line with recommendations made following the Leveson Inquiry, and in particular recommendation 80 to ensure greater transparency in all post-service employment routes, the post holder must notify the Police and Crime Commissioner if post-service employment might:
- (a) Be a 'reward for past favours' granted by the applicant to the employer;
  - (b) Be one which could enable a particular employer to gain an improper advantage by employing someone who had access to what its competitors "might legitimately regard as their own trade secrets or information relating to proposed developments in government policy which may affect that firm or its competitors"; or
  - (c) Be sensitive for other reasons.

The Commissioner, following notification of any of the above, would then make a decision whether this employment is appropriate.

# SELECTION PROCESS

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.

**Completed application forms should be sent by email to [pcc@dorset.pnn.police.uk](mailto:pcc@dorset.pnn.police.uk) by 12pm on Monday 28th June.**

The Appointment Panel will be chaired by the Police and Crime Commissioner, will include an independent member, and will be as follows (area of focus in brackets):

- Dorset Police and Crime Commissioner (policing and crime);
- Chief Executive, BCP Council (partnerships);
- Leader, Dorset Council (elected members);
- Independent Chair, Pan-Dorset Safeguarding Children Partnership (vulnerability, safeguarding); and
- Chair, Independent Audit Committee (finance).

In addition, the Panel will be attended by the Chief Executive to the Police and Crime Commissioner to provide advice, and the Chair of the Dorset Police and Crime Panel to observe the process.

## TIMETABLE

7 June 2021	Recruitment opens
28 June 2021	Recruitment closes
8 July 2021	Shortlisting
20 July 2021	Interview and assessment



# ABOUT DORSET



**772K**  
PEOPLE



**23%**  
RURAL



**3300**  
MILES OF ROAD



**88**  
MILES OF  
COASTLINE

**8 PARLIAMENTARY  
CONSTITUENCIES**

**2 UNITARY  
AUTHORITIES**

**194 PARISH AND  
TOWN COUNCILS**

**52000**  
BUSINESSES

**INNOVATION AND  
GROWTH AREA FOR  
DIGITAL, START-UP &  
FINANCIAL SECTOR  
ENTERPRISES**

## 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.

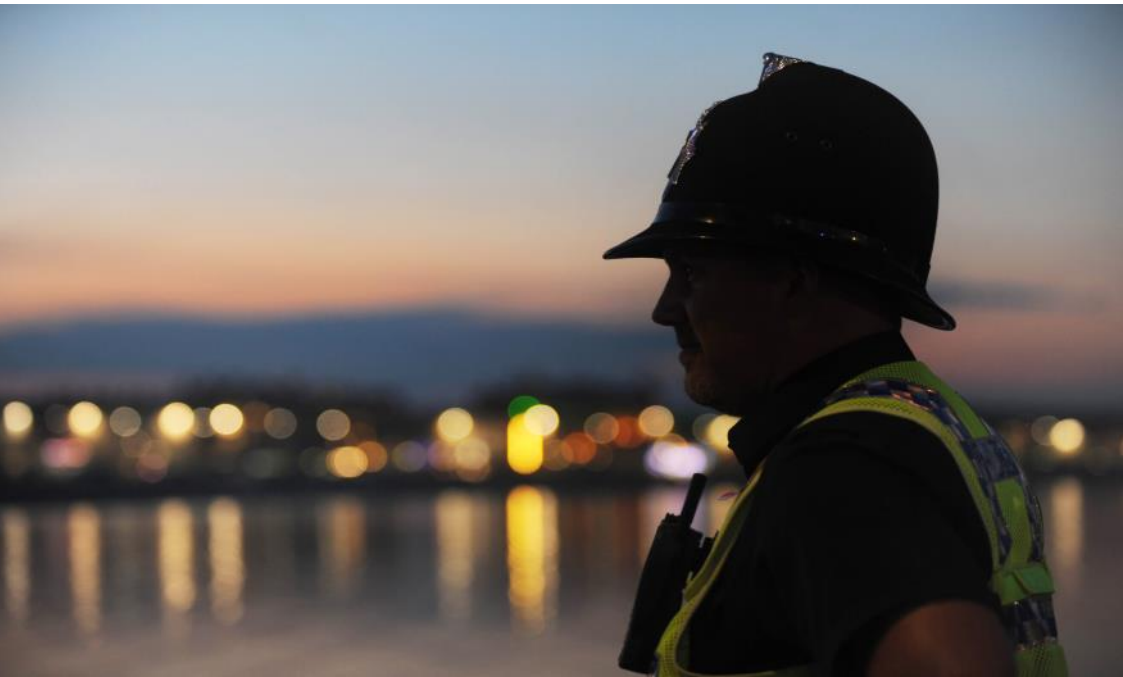
We police 1024 square miles, 3300 miles of roads and 88 miles of coast.

We serve a population of 772k, split between our two local authorities (376k in Dorset, and 396k 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 194 Parish and Town Councils – with more than 1500 councillors.

We serve over 52k 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.



## **POLICE AND CRIME COMMISSIONER FOR DORSET**

Force Headquarters  
Winfrith  
Dorchester  
Dorset  
DT2 8DZ

