

**SERVING A
CHANGING SCOTLAND**

SCOTTISH POLICE
AUTHORITY

**DEPUTY CHIEF
CONSTABLE
INFORMATION
PACK 2019**



EXCEPTIONAL LEADER SOUGHT FOR POLICE SCOTLAND

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Susan Deacon, CBE
Chair, Scottish Police Authority

A MESSAGE FROM THE CHAIR OF THE SCOTTISH POLICE AUTHORITY

Thank you for your interest in the position of Deputy Chief Constable of Police Scotland.

The Scottish Police Authority is looking for an outstanding, experienced leader to join an exceptional team. The position will be demanding, high profile and subject to high levels of scrutiny. For the right person it will also be one of the most varied, rewarding, fulfilling and impactful police leadership roles you will ever undertake.

Police Scotland is one of the country's largest and most important public services and the role of Deputy Chief Constable offers a unique opportunity for the right individual to play an important part in shaping Scotland's future.

Working together with other partners and organisations, Police Scotland is at the very heart of delivering the shared goal of keeping Scotland's communities safe and strong. Our police service has proud values and traditions and we are determined to build on these foundations as we adapt to meet the needs of the future.



Iain Livingstone, QPM
Chief Constable

A MESSAGE FROM THE CHIEF CONSTABLE

Thank you for your interest in becoming a Deputy Chief Constable at Police Scotland.

You will report directly to me as Chief Constable, as one of three deputies with responsibility for wide ranging portfolios.

Established as a national police service in April 2013, Police Scotland is an ambitious organisation which delivers effective and equitable policing to citizens and communities across Scotland. In a challenging fiscal environment, we work continually to ensure best value for the public.

The service has developed transformational plans which will enable our people, through technology, to improve public service and enhance local policing.

Your leadership will be crucial in driving forward the work to meet these priorities and promoting the culture and values which underpin them.

This is an excellent opportunity to take a key role in the UK's second largest police service at an exciting and challenging time.

Police Scotland and its leaders are rightly subject to intense public scrutiny and this position is high profile and demanding.

The successful applicant will enhance an exceptional organisation which is committed to improving the safety and wellbeing of people, places and communities in Scotland.

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DEPUTY CHIEF CONSTABLE OF POLICE SCOTLAND

Salary: £180,624

The Scottish Police Authority (SPA) is seeking a Deputy Chief Constable to join Police Scotland, the second largest police service in the UK with a workforce of more than 22,000 police officers and staff and a budget of more than £1 billion.

Established in 2013, Police Scotland is a vital national service that serves a population of more than five million people in cities and towns and across rural and island communities. Its purpose is to improve the safety and wellbeing of people, places and communities across Scotland.

You will work in support of the Chief Constable to build on the proud history and achievements of

Scotland's police service and will play a major part in shaping the future of policing in Scotland.

Working with colleagues, partners and stakeholders, you will make an essential contribution to the nation's social and economic wellbeing through the delivery of innovative, effective and efficient public services.

You will have significant experience of leading change and transformation in policing at the most senior levels. You will already have demonstrated a breadth of operational command and will have a track record in leading large numbers of people and significant budgets.

You will have excellent skills in relationship building, influencing and communication, and you will be able to inspire and motivate others. You will be a collaborative leader who thrives on challenge and complexity and will be confident and resilient in dealing with high levels of scrutiny and accountability.

This is one of the most significant, challenging and rewarding police leadership roles in the UK and offers an unparalleled opportunity to make a positive difference to people's lives and to help shape Scotland's future.

We are committed to developing a diverse workforce and to promoting an organisational culture where everyone is treated with dignity, fairness and respect. We particularly welcome applications from groups currently underrepresented in Police Scotland in order to better serve our diverse communities.

For further information and an application pack please visit www.spa.police.uk

Closing date: Monday 1 April 2019 at 1200 hours.

POLICE SCOTLAND

Police Scotland was formally established on 1 April 2013 and is responsible for policing across the length and breadth of Scotland. The creation of Police Scotland has been one of the biggest public service reforms since the Scottish Parliament was established in 1999. Police Scotland's statutory purpose is to improve the safety and wellbeing of people, places and communities across Scotland. The policing principles outlined in the Police and Fire Reform (Scotland) Act 2012 state that the service must work in collaboration with others where appropriate and seek to fulfil its purpose in a way that is accessible to, and engaged with local communities and also promotes measures to prevent crime, harm and disorder.

Since 2013, frontline services have been maintained and enhanced, and communities across the country now have equal access to a range of specialist policing services. During this period, Police Scotland has been at the forefront of UK policing, setting a benchmark for evidence-based policing tactics and strategies, responding flexibly to diverse local communities, and working collaboratively with local authorities and others.

The challenge now is to build on the achievements of the last six years by accelerating the pace of change to ensure that Police Scotland can serve the needs of a changing Scotland. The scale of that challenge is significant, and learning from experiences across the UK and internationally will be critical. A clear direction for this next phase has been set out in our ten year strategy for 'Serving a Changing Scotland', published in 2017, and is amongst the most ambitious of any public service in the UK.

You can find out more about Police Scotland at www.police.scotland.uk



ROLE PROFILE

The Deputy Chief Constable of Police Scotland will support the Chief Constable to deliver policing in Scotland in accordance with the policing principles:

"That the main purpose of policing is to improve the safety and wellbeing of persons, localities and communities in Scotland, and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which is accessible to and engaged with local communities, and promotes measures to prevent crime, harm and disorder."

KEY RESPONSIBILITIES

The Deputy Chief Constable will be a visible and inspirational leader with considerable operational experience to:

- lead the provision of the very best policing service to the people of Scotland with energy, authenticity and commitment, in accordance with the policing principles;
- support the Chief Constable to deliver our 10-year strategy for 'Serving a Changing Scotland' and promote prevention, partnerships and performance;
- ensure that Police Scotland engages and works effectively with local, national and international partners to deliver positive outcomes;
- ensure sustainable, responsive and locally accountable policing is in place in each local authority area;
- be a visible and accessible role model for the ambition and values of the organisation;
- develop workforce capability and enable a collective drive for innovation, excellence and continuous improvement;
- promote an inclusive organisational culture that values and respects diversity, listens to the views of others and supports effective working;
- respond effectively to threats, emergencies, major and national incidents; and
- maintain and enhance the success of Police Scotland and continue to deliver the benefits of reform in the context of a challenging financial environment.

The full range of statutory duties for the post of Deputy Chief Constable can be found in the Police and Fire Reform (Scotland) Act 2012 and includes planning, assessing performance and securing best value.

PERSON SPECIFICATION

QUALIFICATIONS AND TRAINING

The applicant must:

- hold or have held the rank of Assistant Chief Constable or above in a relevant police force or organisation, as defined in the regulations, for at least two years; and
- have successfully passed a relevant police Strategic Command Course (SCC), organised by the College of Policing, or equivalent; and
- have successfully passed the Senior Police National Assessment Centre (SPNAC).

ESSENTIAL CRITERIA

The successful candidate must demonstrate:

- extensive experience of leading and developing a significant policing organisation which achieves a balance of community focused policing and effective specialist functions;
- leadership of a highly effective senior command team and a diverse, committed, talented workforce;
- an ambitious and collaborative approach to preventative policing which promotes equality, fairness, dignity and trust;
- the ability to develop strong and trusting relationships in order to deliver outcomes for people and communities which cannot be met by any one organisation acting alone;
- a track record of successful partnership working and engagement with communities of place and of interest, civic and democratic institutions, and other public service organisations;
- a leading role in successful transformational change in a challenging financial climate that not only engages the workforce but enhances their wellbeing and pride in the service;
- a sustained and successful track record of influencing and working with diverse communities to achieve positive outcomes; and
- sound judgement based on robust evidence that can withstand scrutiny.

KEY COMPETENCIES

The successful candidate will be expected to demonstrate and evidence a high level of competence and effectiveness against the six competencies detailed within the College of Policing Competency and Values Framework (further details of which are set out in the accompanying application guidance note):

1. We are emotionally aware
2. We take ownership
3. We are collaborative
4. We deliver, support and inspire
5. We analyse critically
6. We are innovative and open-minded

SALARY AND CONDITIONS OF APPOINTMENT

STARTING SALARY

The salary for this office will be £180,624 and there will be no bonus payable. Salary is paid on a monthly basis.

DURATION OF APPOINTMENT

This is a fixed term appointment for a minimum of two years and a maximum of five years. The period of appointment will be agreed between the successful candidate and the SPA. Further to this, the appointment may be extended, by agreement of the Authority and the individual appointed, for a further period.

TERMS OF APPOINTMENT

The appointment will be in accordance with the Police Service of Scotland Regulations 2013 made under the Police and Fire Reform (Scotland) Act 2012. An appointment cannot be confirmed until the successful candidate is certified medically fit by the medical advisor and necessary security clearance checks are complete.

WORKING LOCATION

The majority of the work will be carried out from the Scottish Police College, Tulliallan, Kincardine, Fife, FK10 4BE. However, the role will also require travel across Scotland and the wider UK to discharge the duties of the post.

WORKING HOURS

Working hours will be no less than 40 hours per week and such as are needed to fulfil the requirements of the post. However, the post holder 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. There is a requirement to be contactable 24 hours per day when not on leave. This role will require evening and weekend working including attending meetings and events during these times.

HOLIDAY

The post holder is entitled to leave in accordance with Police Regulations.

WORKING DUTY

The post holder must devote the whole of their time to the duties of the office of the Deputy Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the SPA.

TERMINATION

Termination is subject to three calendar months' notice in writing by either side.

PENSION

The office holder will be eligible for membership of the Police Pension Scheme.

NATIONALITY

You can apply for this post as long as you are a UK national or have dual nationality with one part being British. In addition, this post is open to commonwealth citizens and nationals of any of the member states of the European Economic Area (EEA).

RECRUITMENT PROCESS

FURTHER INFORMATION

For an informal and confidential discussion about this role, please contact Darren Paterson, Head of HR Governance, Scottish Police Authority on **01786 896884** or e-mail **Darren.Paterson@spa.pnn.police.uk**.

APPLICATION

Please submit a completed application form along with a short covering letter explaining why you are the right candidate for this role. The accompanying guidance note should be reviewed before completing your application. Both documents should be e-mailed to **ExecRecruitment@spa.pnn.police.uk**.

The deadline for receipt of completed applications is Monday 1 April 2019 at 1200 hours.

EQUALITY AND DIVERSITY

The SPA is committed to an appointment process which promotes, demonstrates and upholds equality of opportunity and treatment to all applicants. We are committed to appointment on merit and to diversity and equality in appointments. To assist us to monitor the effectiveness of our equality and diversity practices we would encourage you to complete the accompanying monitoring form. This form will be separated from your application form prior to the selection process.

SELECTION PANEL

The Selection Panel will be chaired by Susan Deacon, CBE, Chair of the Scottish Police Authority and will include::

- Iain Livingstone QPM, Chief Constable of Police Scotland
- SPA Board Member
- Independent Member

Gill Imery QPM, HM Chief Inspector, is an advisor to the panel and will observe its discussions with candidates.

SHORTLISTING

Candidates will be informed in writing whether or not they have been selected to proceed with further assessment and interview. Applicants will be informed by 9 April 2019 and nominated referees for shortlisted candidates will be contacted at this point.

FAMILIARISATION VISITS

Candidates invited for interview will be provided with an opportunity to participate in a familiarisation visit prior to assessment and interview.

ASSESSMENT AND INTERVIEW

Shortlisted candidates will be invited to participate in a psychometric and personality profile exercise, an Assessment Centre, and an interview with the Selection Panel. Final interviews are expected to take place on 25 April 2019.

MEDICAL

The successful candidate will be required to complete a medical assessment.

SECURITY CLEARANCE

The successful candidate will be required to obtain security clearance at DV (Developed Vetting) level if not in place on appointment.

RELOCATION

A relocation package may be available to the successful candidate should he or she be required to move house as a result of this appointment.

LINKS TO KEY INFORMATION

Our 10-year strategy for policing –
Serving a Changing Scotland

Police Scotland Annual Police Plan 2018-2019

SPA Annual Review of Policing 2017-2018

Police Scotland Code of Ethics

Police and Fire Reform (Scotland) Act 2012

Police Service of Scotland Regulations 2013

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