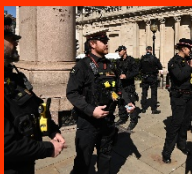


City of London Police Recruitment Information Pack



Assistant Commissioner Roles



About the City of London Police

The City of London Police is unique in its demographic profile with over 9,000 residents and around 450,000 people travelling to the Square Mile daily to work, with thousands more visiting the City for leisure.

We protect the people, businesses, and infrastructure of the City of London. Our unique strengths include our experience of policing and protecting one of the most important, dynamic, and challenging environments in the UK whilst leading the national response to economic and cyber crime.



We police the City of London with pride, passion, and innovation to protect and serve our communities, as highlighted in our [Corporate Plan 2018-2023](#). We will support a thriving economy by leading the physical security of the Square Mile, balancing tradition with modern challenges, and maintaining well established relationships with commercial and law enforcement partners worldwide.

We will aid shaping the City as an outstanding environment by delivering a world class conventional and digital policing environment, supporting safety by design, leading the delivery of a safe place to live, work and visit whether physically or virtually. We will contribute to a flourishing society by leading excellence in policing locally through to globally, delivering safer communities, and preventing and combatting crime.

Our ambitions

- To make the City of London the safest city area in the world, regarded as a centre of excellence for protective security. We will use state of the art technology to protect the City of London and put us at the forefront of criminal investigation in a rapidly evolving landscape of crime.
- To deliver a policing service that is valued by those who live, work and visit the City of London.
- To be a police force with global influence and impact.
- To build new ethical economic partnerships. We will develop innovative public and private partnerships that benefit the City of London and lead to new ways of working.
- To have an innovative, skilled, and agile workforce in a culture that supports and empowers our people. We recognise this is essential and underpins the successful delivery of our ambitions. We will identify, harness, reward and retain talent, championing a culture of responsibility, inclusivity, and opportunity. We will support our staff to be empowered, innovative leaders.

We will deliver

- A safe, secure, and protected City of London.
- Low levels of crime and antisocial behaviour.
- A service that has victims at its heart, that communities value and have confidence in.
- A service that is considered regionally, nationally, and internationally as a beacon for protective security.
- A locally, regionally, and internationally recognised service tackling economic and cyber-crime, using our National Lead Force role to focus on victim vulnerability and drive excellence in investigation and training.
- Reliable, interconnected technology facilitating the exchange of information protecting communities and victims from harm.

- An empowered, innovative, and skilled workforce, whose wellbeing is valued and able to respond to current and future demands.
- An estate that supports delivery of efficient and effective policing in the 21st century.

The City of London Police Authority



The City of London Corporation looks after and promotes the City of London, the world's leading international finance and related professional services centre. The City of London Corporation is also the Police Authority for the City of London Police. The Police Authority's vision for the City is to make it the safest business district in the world. A secure Square Mile is one of the reasons businesses choose to locate to London and the City. The Police Authority's vision for the City of London Police is for it to continue to be world leading in its specialisms for protective security in the City, and at a national level for tackling economic crime and cyber crime – all vital for the UK's competitiveness.

The role of the City of London Police Authority is to provide scrutiny and challenge to the work of the City of London Police. In discharging more than 60 statutory duties, the Police Authority must ensure that the City of London Police delivers efficient and effective policing for the public within a sustainable medium-term financial plan and hold the City of London Police Commissioner to account for the delivery of policing within the Square Mile and in its capacity as the national lead force for economic crime as set out in the Policing Plan.

The City of London Corporation is exceptional in retaining a police authority in the form of the Court of Common Council, acting through the City of London Police Authority Board to which the Common Council has delegated its general functions. The Police Authority Board provides a directly elected scrutiny body mirroring the model deployed for Police & Crime Commissioners (PCCs) and the Chair of the Police Authority Board participates fully in the activities of the Association of Police & Crime Commissioners (APCC). In fulfilling its role, the Police Authority Board is mindful of public confidence in policing, ensure the Force provides value for money, and that the needs of local communities are met as effectively as possible by the City of London Police.

The Police Authority Board is comprised of eleven Members of the Court of Common Council, as well as at least three External Members appointed by the Court. In addition to the main Board, which meets ten times per year, there are five sub-committees which undertake work on behalf of the Police Authority:

- Economic Crime and Cyber Committee.
- Professional Standards and Integrity Committee.
- Strategic Planning and Performance Committee.
- Resource, Risk and Estates Committee.
- Police Pensions Board.

The Police Authority Board also helps to oversee the provision of services by the City of London Corporation to the Force in several key areas, including finance, information technology, procurement, accommodation, legal and human resources.

Useful Links

City of London Police website www.cityoflondon.police.uk

City of London Corporation website www.cityoflondon.gov.uk

Policing Plan 2020 – 2023 [Policing-Plan-2020-2023.pdf \(cityoflondon.police.uk\)](#)

Police Authority website [Police Authority - City of London](#)

Assistant Commissioner Roles

The City of London Police are seeking to recruit two Assistant Commissioners who will bring energy, drive, and leadership experience to move the Service forward. Whilst each of the roles have individual responsibilities, it is essential that candidates are team players who will collectively embed the right culture, co-design and deliver a modern, engaged, professional service. Candidates may express a preference for a certain role however the ultimate decision will rest with the Commissioner.

Assistant Commissioner City Policing

To provide leadership to Officers and Staff within City of London Police, fulfilling the statutory, professional, and legal obligations of the Office of Assistant Commissioner.

Responsibilities to include

- Responsible for the operational delivery of Policing Services within the City of London Police ensuring improvements in performance and productivity.
- Develop the Force structure and culture enabling it to realise the vision, priorities, and leadership direction across the workforce.
- As a member of the Senior Leadership Team participate in, lead, and direct general decision making and governance of the Force.
- Lead programmes of change at a national and/or local level to ensure the Force adapts to emergent pressures and demands and is sustainable for the future.
- To actively drive diversity across the Force, championing equality and inclusion internally, and across service delivery externally.
- Develop our workforce, ensuring our people have the skills, tools, and training to meet modern policing demands.
- Lead the NPCC Business Crime Portfolio, with the aim of reducing crime through partnership and prevention across England and Wales.
- Lead on Counter Terrorism across the City, and lead on Protective Security nationally through Project Servator.
- Work in partnership with key stakeholders including Members, businesses, City of London Corporation, other Police Forces in the delivery of the Policing Plan.

- Ensure compliance with Government, the Police Authority and City of London Corporation controls.
- Deputise for the Commissioner when required, including attendance at ceremonial events during evenings and weekends.
- Any other duties as required to fulfill the full duties of the role.

Assistant Commissioner Economic and Cyber Crime

The City of London Police Commissioner holds the National Police Chiefs' Council (NPCC) lead role for Economic and Cyber Crime. The Assistant Commissioner will support the Commissioner in discharging their responsibilities across these areas.

Responsibilities to include

- Working with key stakeholders, to maintain and develop the Cyber Crime and Economic Crime capacity and capability at the local, regional, and national level. This includes a focus on delivering sustainability and capability development.
- Develop the Force structure and culture enabling it to realise the vision, priorities, and leadership direction across the workforce.
- As a member of the Senior Leadership Team participate in, lead, and direct general decision making and governance of the Force.
- To Deputise for the Commissioner in their role as SRO for FCCRAS (Fraud and Cyber Crime Reporting and Analysis Service).
- To improve the police and partner's coordination of activity that is targeted towards common threats and enablers, while identifying inter-dependencies and opportunities to collaborate.
- To lead on the delivery of the National Fraud Strategy in conjunction with the City of London Police supporting National Policing.
- To improve services to victims through a coordinated response to reporting, triage, investigation, and victim care.
- To oversee the operational response to cyber crime. This includes supporting the co-ordination of National Crime Agency (NCA) and NPCC Cyber Crime assets across Pursue, Protect, Prepare and Prevent. During major national cyber incidents, the Portfolio Deputy Lead may be required to provide strategic oversight of the operational response and strategic advice and support to wider policing.
- Maintain and develop critical strategic stakeholder relationships across HM Government, law enforcement, the private sector and academia.
- Lead the NPCC Information Assurance Portfolio, given the close interdependency between this and cyber crime.
- Chair and co-chair strategic meetings across policing and partners.

- Lead the development of a joint NPCC portfolio for cyber and fraud. This will deliver a closer alignment of strategic and operational leadership whilst maintaining an effective response to the cyber threat. This will include the development of a cohesive strategy and action plan.
- Deputise for the Commissioner when required, including attendance at ceremonial events during evenings and weekends.
- Any other duties as required to fulfil the full duties of the role.

Essential Criteria for both roles

- 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 embedding cultural change and improving diversity, equality, and inclusion.
- 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.
- Experience of influencing national level policy and practice.
- A proven track record in developing a motivated and professional workforce that delivers against priorities.
- Evidence of having delivered operational success against required outcomes, in support of a strategy.
- Experience of delivering counter terrorism activities.
- Experience of managing major / critical incidents and command experience relating to firearms, public order and / or events.

Salary and Allowances

Basic Salary

Competitive

Allowances

All allowances will be paid in line with Regulations and City of London Police policies. You will receive London Weighting of £2,937.00 per annum and a London Allowance of £1,011.00 per annum. You will also receive a housing allowance in accordance with Regulations.

Accommodation

Relocation expenses and accommodation will be available for candidates needing to re-locate.

Car Allowance/Travel Expenses

You are also entitled to a Car Allowance of £10,500 p.a. Full reasonable travel and subsistence costs and expenses incurred in the performance of duty will be reimbursed in accordance with the Regulations and City of London Police policies.

CPoSA Subscriptions Fee

Your CPoSA subscription will be met by CoLP subject to annual review.

Annual Leave

You are entitled to paid annual leave in accordance with the determination made under Regulation 33 of the Police Regulations (or whatever supersedes it). Your annual leave entitlement is 35 days plus 2 rest days per week in every 7 days in accordance with NPCC guidelines.

Security Clearance

To undertake this role you must obtain or hold DV clearance.

How to Apply

The successful candidates will be selected based on a combination of written application, staff engagement exercise and panel interview with presentation. This will be based on the CVF (appendix A)

Recruitment Stages

Stage 1 – Application

Candidates are invited to apply for these roles by providing an up-to-date CV setting out career history, highlighting key responsibilities and achievements in their current and previous roles, together with a supporting statement outlining how the criteria contained within the advert is met. Both CV and supporting statement to be submitted to Julia Perera, HR Director at Julia.Perera@city-of-london.pnn.police.uk.

Closing date for: 15th September 12.00 noon.

Stage 2 – Short Listing

The short listing of candidates will take place between 16th and 20th September with candidates being notified of outcome on Monday 20th September.

Stage 3 – Psychometric testing and Staff Engagement Exercise

Psychometric testing and the Staff Engagement Exercise will take place on Week Commencing 20th September.

Those candidates selected for this stage will be sent links to undertake the psychometric testing on-line and the Staff Engagement Exercise will be conducted on Microsoft Teams to an audience made up of officers and staff of various ranks/grades from the City of London Police.

Stage 4 – Interview Panel

Interviews will take place on Week Commencing 27th September 2021 at Guildhall Yard East, City of London. Please note there are no alternative dates for interview once confirmed.

Stage 5 – Post Interview Stage

Candidates successful at interview will be sent an initial offer of appointment. A formal offer of appointment will be made, subject to satisfactory completion of pre-employment checks (including Professional Standards Checks). Candidates unsuccessful at interview will be advised in writing and offered the opportunity for feedback.

If you would like to discuss these opportunities and the process, please contact Assistant Commissioner Angela McLaren at Angela.McLaren@cityoflondon.police.uk

APPENDIX: BEHAVIOURS

All roles are expected to know, understand, and act within the ethics and values of the Police Service.

The application and interview will be tested under Level 3 of the College of Policing Competency and Values Framework.

Resolute, compassionate, and committed

Emotionally aware

- I seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate.
- I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance.
- I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed.
- I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions.
- I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling

Ownership

- I act as a role model and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame.
- I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities.
- I define and enforce the standards and processes that will help this to happen.
- I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance.
- I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance.
- I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen

Inclusive, enabling, and visionary leadership

Collaborative

- I am politically aware, and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures.
- I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private).
- I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities.
- I create an environment where partnership working flourishes and creates tangible benefits for all.

Deliver, Support, and Inspire

- I challenge myself and others to bear in mind the police service's vision to provide the best possible service in every decision made.
- I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.
- I ensure that everyone understands their role in helping the police service to achieve this vision.
- I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these.
- I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners.
- I motivate and inspire others to deliver challenging goals.

Intelligent, creative, and informed policing

Analyse critically

- I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through 'what if' scenarios.
- I use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and being willing to challenge the status quo when beneficial.
- I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations.
- I use my knowledge of the wider external environment and long-term situations to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and win support

Innovative and open-minded

- I implement, test, and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes, and performance.
- I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements.
- I work to create an innovative learning culture, recognising and promoting innovative activities.
- I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere.
- I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.