

ROLE PROFILE

Post: Chief Constable

Accountable to: Avon and Somerset PCC

Location: Office of the Chief Constable Portishead

Responsible for: The direction and control of Avon and Somerset Police in order to provide the area with a professional, effective and efficient police service. The Chief Constable is also responsible for the fulfilment of all the statutory and legal obligations of the office of the Chief Constable.

ROLE PURPOSE

The Chief Constable has overall responsibility for leading the force, creating a vision and setting direction and culture that builds public and organisational confidence. Such leadership is essential to successfully deliver a professional, effective and efficient policing service.

The Chief Constable is directly accountable for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.

The successful candidate will also be responsible for influencing the development of regional and national policing, and could be accountable for national operations or standard setting.

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 ACCOUNTABILITIES

- Set and ensure the implementation of organisational and operational strategy for the force, having due regard to the Police and Crime Plan and 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
- Develop a mutually productive strategic relationship with the PCC in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole
- 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
- Lead 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



- Lead, inspire and engage the Chief Officer Group; 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 vision and goals
- Hold accountability for force financial management and determine functional budgets within the agreed framework as issued by the PCC, to ensure the effective use of public spending and maximise value for money
- Fulfil the authorising responsibilities of a Chief Constable. For example, authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses in order to protect the public and further develop the force's operational strategies
- Lead and command the operational policing responses on occasion in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response
- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the force objectives
- Represent 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
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice
- Create and drive a culture of development, change, innovation and problem solving to ensure enhanced productivity, value for money and continuous improvement in evidence based policing
- Play an active role in national decision making on the development of the police service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money



BEHAVIOURS/COMPETENCY AND VALUES FRAMEWORK

This role requires the full range of behaviours set out in the [College of Policing's Competency and Values Framework](#). For all of these aspects, it is expected that the postholder will be operating at level 3 of that framework. The recruitment process is based around demonstrating these competencies. The specific competencies and values are:

Resolute, compassionate and committed

- We are emotionally aware
- We take ownership

Inclusive, enabling and visionary leadership

- We are collaborative
- We deliver, support and inspire

Intelligent, creative and informed policing

- We analyse critically
- We are innovative and open-minded

PRIOR EDUCATION AND EXPERIENCE

Held the rank of Assistant Chief Constable/ Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas). The following experience is essential:

- Authorising Officer Training
- Wide ranging operational law enforcement experience
- 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

For further information please see <https://profdev.college.police.uk/professional-profile/chief-constable>.

