

Recruitment Pack

Temporary Chief Constable



January 2025



Matthew Barber
Police & Crime Commissioner
for Thames Valley

Message from the PCC

Temporary Chief Constable Recruitment Pack

On behalf of the communities of Thames Valley, Matthew Barber, the Police & Crime Commissioner is seeking an exceptional leader as the Temporary Chief Constable.

Thames Valley remains a safe place with a high performing police force and I want to ensure that we continue to serve our communities to the best of our ability and provide high quality policing that our residents, as well as our officers and staff, can be proud of.

To support me in achieving this, I am looking for an exceptional, dedicated, ethical and high-performing leader to undertake the role of Temporary Chief Constable.

With significant and senior policing experience and a proven track record in delivering positive organisational change and improvements in public confidence and crime fighting - you will lead and shape the future of Thames Valley Police.

LEADERSHIP AND GRIP

As an inspirational leader, you will be proactive in engaging with the workforce, our communities and partners to deliver safe communities. Focusing on getting the basics of policing right, including promoting the great work of police officers to keep us safe. A laser focus on reducing crime and bringing criminals to justice in order to ensure residents have the police force they deserve.

COMPLEX ROLE

Becoming Temporary Chief Constable of Thames Valley is one of the biggest roles in policing.

Thames Valley is the largest non-metropolitan police force in the country, covering three counties and serving more than 2.3 million people. Through collaboration with Hampshire Constabulary, the Force manages significant strategic and specialist capabilities and is the host force for the South East Regional Organised Crime Unit and Counter Terrorism South East.

Within the Thames Valley we work closely with fourteen local authorities, three Fire & Rescue Services and a variety of other public and private sector partners.

INNOVATIVE AND CHALLENGING

In Thames Valley we experience the full range of crime, exploitation, public safety and public confidence issues as the rest of the UK. In many ways the Force is a microcosm of national policing challenges, from tackling rural crime in small relatively isolated communities to managing international events with the whole world watching. I am seeking a new Temporary Chief Constable who is up to this challenge and will show the innovation and drive to ensure Thames Valley remains a leading police force.

CHALLENGES

Like all police forces, in Thames Valley we must respond to the challenges of the changing face of crime. Strong financial management means that we are in a relatively good position to respond to these challenges, though the new Temporary Chief Constable will need to priorities appropriately in order to deliver the outcomes the public expect.



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CLEAR PRIORITIES

As Police and Crime Commissioner, I am very clear about the people's priorities for policing through my Police and Crime Plan 2024-2029. The Temporary Chief Constable will be crucial to delivering these ambitions in an independent operational capacity.

To do this, the successful candidate will need to offer a strong presence across the Force, be personally resilient and inject dynamism.

You will have the ability to inspire the workforce and build a culture where leadership, customer service and organisational and personal performance is valued at every level.

EFFECTIVE AND OPEN

In Thames Valley, we have a track record of enjoying an excellent working relationship between the PCC, the Temporary Chief Constable and the senior team. Transparency and strong governance is at the heart of our effective, open, and robust relationship. I would expect nothing less in a new Temporary Chief Constable.

The role of Temporary Chief Constable is pivotal in leading officers and staff creating a vision and establishing a culture that continues to build public and organisational confidence. This will be accomplished by delivering a professional, effective and efficient policing service for all on the things that matter to the public, not just what matters to the police.

WORKING IN PARTNERSHIP

As Temporary Chief Constable I will expect you to bring a strong partnership approach and be able to develop and maintain effective relationships to support the work of the force as well as contributing to wider community safety, criminal justice and other relevant agendas. Particularly a partnership within our communities.

The role of Temporary Chief Constable is a complex one. The successful candidate will demonstrate their financial acumen, abilities as an executive leader and exceptional organisational management. Amongst this complexity however our communities rightly expect that above all our new Temporary Chief Constable will be an effective crime fighter.

A handwritten signature in green ink, appearing to read 'Matthew Barber'.

Matthew Barber
Police and Crime Commissioner, Thames Valley



POST: Temporary Chief Constable

ACCOUNTABLE TO: Police & Crime Commissioner for Thames Valley

LOCATION: Headquarters South, Kidlington

RESPONSIBLE FOR: The direction and control of Thames Valley Police in order to provide the area with a professional, effective and efficient police services. The T/Chief Constable is also responsible for the fulfilment of all the statutory and legal obligations of the office of the T/Chief Constable.

ROLE PURPOSE

The T/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 T/Chief Constable is directly accountable to the Police & Crime Commissioner (PCC) 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 T/Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of T/Chief Constable and complying with any schemes of governance or consent that exist, which determine force governance arrangements.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. 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.
2. 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. 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. 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.
5. Lead, inspire and engage 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 vision and goals.



Role Profile

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6. Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
7. Fulfil the authorising responsibilities of a T/Chief Constable e.g., 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.
8. Lead and command the operational policing responses on occasion, in the highest risk and high-profile instances, in order to protect the public and ensure an appropriate and effective response.
9. 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.
10. 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.
11. 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.
12. Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
13. Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
14. 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.

VALUES

The T/Chief Constable is expected not only to display but to lead and promulgate the Values set out in the College of Policing's Competency and Values Framework (CVF). These values of Integrity, Impartiality, Public Service and Transparency provide a minimum benchmark that applicants will actively promote, role model and foster at all levels internally, externally and on a personal level.

As a role model, the Code of Ethics will be embedded in all activities and applicants will be recognised for treating people fairly, actively listening to understand and providing access to services and information in an appropriate way.

Leading Thames Valley Police, applicants will be recognised as a team player as well as a leader, working openly and adapting to get the best out of others, providing recognition and credit and working constructively and authentically to develop personally.

The remainder of the framework has six competencies that are clustered into three groups and applicants should be operating at Level 3.



ESSENTIAL EXPERIENCE

1. Has held 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).
2. Successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC)/ELP.
3. Authorising Officer Training.
4. Wide ranging operational law enforcement experience.
5. 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.
6. Experience of successfully engaging with and influencing multi-agency partnerships.
7. Experience of implementing an effective performance management framework.
8. Experience of implementing successful organisational development, change and innovation, actively role modelling new and agile working practices.
9. Experience of accountability for management of significant budgets.
10. Up to date operational/technical policing knowledge.
11. Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
12. Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

SKILLS

1. Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
2. 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.
3. Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
4. Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
5. Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
6. 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.
7. Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest.
8. Skilled in leading, developing and inspiring people to develop a supportive and inclusive culture which empowers all officers and staff.
9. Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
10. Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.



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Terms and Conditions

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TERMS AND CONDITIONS

Terms and conditions of the appointment will be discussed with the successful applicant following formal acceptance of the role.



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Recruitment Process

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APPLICATIONS

Given this expression of interest is for a Temporary Chief Constable, there is a shortened timescale for applications. As a result, a 2 page A4 expression of interest is required for the application process setting out your experience, and how you will meet the requirements of the role if appointed.

If you are interested in taking up this opportunity, please send your expression of interest via email to pcc@thamesvalley.police.uk by 11:59pm on Thursday 23rd January 2025.

INTERVIEW AND ASSESSMENT

Candidates who are successful at the application stage will be provided with further information regarding the format and composition of the interview process.

Shortlisted candidates will be required to attend interviews on Monday 27th January 2025.

Final interview details will be confirmed with shortlisted candidates by close of play on Friday 24th January 2025.

An appointment and announcement is set to take place on Friday 31st January 2025.