



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA



POLICE
SCOTLAND
Keeping people safe
POILEAS ALBA

Deputy Chief Constable Information Pack 2023



EXCEPTIONAL LEADER SOUGHT FOR POLICE SCOTLAND

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A MESSAGE FROM THE CHAIR OF THE SCOTTISH POLICE AUTHORITY

Thank you for your interest in joining Police Scotland as a Deputy Chief Constable. The Scottish Police Authority is looking for two experienced leaders to join an exceptional team and support the Chief Constable to shape the next important phase of policing in Scotland.

These are significant leadership roles in the second largest police force in the UK. We have a dedicated workforce of 22,500, a budget of more than £1.4 billion and serve a population of more than 5 million people.

Police Scotland was established just over 10-years ago. It is the result of one of the largest and most complex public sector reform programmes of its generation. Creating a single police service in Scotland has delivered consistent and effective policing, with human rights at its core, to all of Scotland's communities. It has also saved the taxpayer more than £200 million every year – more than double the savings originally anticipated.

In August 2023, His Majesty's Inspectorate of Constabulary in Scotland said Police Scotland was "recognised by many as world-leading" and "an outstanding operational organisation, able to deal with everything from community issues, through major and complex crimes, to policing challenges and major events."

We are now at a crucial juncture. As an organisation we must pivot to ensure we are responsive to rapidly changing harms and threats. To grow a policing model that embraces technology, works seamlessly with other agencies, supports our workforce to live and breathe our values and ultimately provides all of Scotland's communities with the police service they deserve.

As we look towards the next important part of our journey, we are seeking a leader with commitment, energy, and ideas. You will be a resilient leader who can drive and deliver excellence in policing and work collaboratively and creatively with others to deliver better public services.

If you think you have the experience, commitment, and capability to assist the Chief Constable, I hope you will consider applying.



Martyn Evans
Chair,
Scottish Police Authority

A MESSAGE FROM THE CHIEF CONSTABLE

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

I am looking for two exceptional and talented leaders who can motivate a dedicated workforce, build trust and confidence in policing, and drive improvement through the next important phase of Police Scotland's improvement journey.

As one of three Deputy Chief Constables, and one Deputy Chief Officer, you will report directly to me and have responsibility for a wide-ranging portfolio.

I believe passionately in the value that policing brings to our communities: keeping people safe from harm, protecting the vulnerable, bringing criminals to justice, solving problems, and reducing offending. We stand up for and with our communities, which strengthens them, improves their wellbeing, and allows them to prosper.

I have placed trust, confidence, and performance at the top of Police Scotland's agenda and our operational focus will be on threat, harm and risk, prevention and problem solving, and the wellbeing of officers and staff.

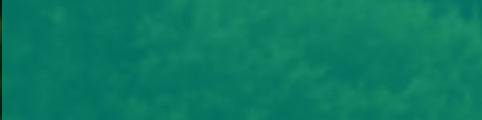
A decade on from the creation of Police Scotland, we have historically low levels of crime and a highly trusted police service. But we are facing significant budget pressures and the next few years will bring further reform.

Therefore, we must be clear about the demands and challenges we face, prioritise what we do, and work with partners to ensure the services our communities receive is delivered by the right agencies.

I am looking for leaders who can help me deliver my priorities and lead important areas of work on the next stage of policing reform in Scotland.



Jo Farrell
Chief Constable,
Police Scotland



DEPUTY CHIEF CONSTABLE OF POLICE SCOTLAND Salary: £203,717

The Scottish Police Authority is seeking two new Deputy Chief Constables to join Police Scotland, the second largest police service in the UK with a workforce of more than 22,500 and a budget of more than £1.4 billion. Police Scotland is a rights-based organisation that puts the values of integrity, fairness, respect and a commitment to upholding human rights at its heart. It serves a population of more than five million people, in diverse cities and towns and across rural and island communities. Police Scotland has the wide-ranging statutory purpose to improve the safety and wellbeing of people, places and communities across Scotland.

As one of three Deputy Chief Constables and a Deputy Chief Officer, you will work in support of the Chief Constable to shape the next important phase of policing in Scotland. You will champion a positive vision for reshaping policing to effectively serve and protect all of Scotland's communities.

You will have a desire and commitment to developing the culture within policing. You will collaborate with other agencies and criminal justice partners to ensure trust and confidence in policing remains high, the public are kept and feel safe, crime is prevented, offenders are brought to justice and emerging threats to public safety are anticipated and effectively addressed.

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 teams 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 under-represented 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: 12 noon on 31 January 2024

Interview dates: 27 and 28 February 2024



ABOUT THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority appoints all Police Scotland senior officers (Assistant Chief Constable and above). The Authority also assesses complaint and conduct issues related to senior officers.

The Police and Fire Reform (Scotland) Act 2012 created the Scottish Police Authority (SPA/Authority) and set out its five core functions:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland;
- to hold the Chief Constable to account for the policing of Scotland.

These five functions demonstrate the dual, integrated responsibilities of the Authority: its oversight role in scrutinising policing in Scotland and holding the Chief Constable to account; and its supportive role in maintaining and improving the police service.

The Authority consists of a Board of up to 15 non-executive public appointees, selected by Scottish Ministers with a range of professional backgrounds and experiences. The Board is supported by an Executive team of circa 50 staff. The Authority's Chief Executive is the principal adviser to the Board and also the Accountable Officer to the Scottish Parliament for the £1.4 billion police budget.

The Authority is also responsible for Scotland's 590 strong crime scene-to-court forensic service and for maintaining a network of volunteer independent custody visitors who monitor the welfare of people detained in custody in Scotland.

The Authority aims to increase public trust and confidence in the policing of Scotland in the way it carries out its functions and through the quality of its governance arrangements. As a public body, the Authority is committed to the highest standards of openness and transparency in the way it conducts business and takes decisions.

ABOUT 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 was 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.

As the second largest police service in the United Kingdom, Police Scotland has a strong commitment to working collaboratively with other police services and law enforcement agencies across the world.

Police Scotland is organised into four portfolios; Local Policing, Crime and Operational Support, Professionalism, Strategy and Engagement and Corporate Support. Each is headed by a Deputy Chief Constable or Deputy Chief Officer.

Within Local Policing, there are 13 divisions, each headed by a Chief Superintendent tasked with ensuring that local policing is responsive, accountable and tailored to meet local needs. Calls for service from the public are handled by the Contact, Command and Control Division at four locations across the country. Criminal Justice Services and Partnership, Prevention and Community Wellbeing activity are also delivered from Local Policing.

Local policing divisions are supported by national specialist divisions within Crime and Operational Support. Specialist Crime Division provides investigative and intelligence functions such as Major Crime investigation, Public Protection, and Counter Terrorism.

Operational Support Division provides specialist support functions such as Road Policing, Firearms, as well as Emergency and Events Planning. These national divisions ensure every community in Scotland has equity of access to specialist policing services.

The Professionalism, Strategy and Engagement Portfolio is responsible for force governance and assurance, professional standards, training, the delivery of strategy and analysis and the Policing Together initiative.

Corporate Support provides people and development services along with force finance and digital and transformation activity.

Police Scotland has established a reputation for successfully and safely policing major national and international events, including the Glasgow 2014 Commonwealth Games, throughout the Covid-19 pandemic, the United Nations 26th Conference of the Parties (COP26) in 2021 and Operation Unicorn in 2022.

The challenge now is to build on the achievements of the last decade by maintaining the pace of organisational change to ensure that Police Scotland can continue to meet the needs of a changing Scotland. The financial challenges facing the public sector makes this challenge more acute. Learning from experience across the UK and internationally continues to be critical. The Authority and Police Scotland set out a direction for policing in our Strategic Police Plan which is amongst the most ambitious of any public service in the UK.

This strategy is currently being reviewed. You can find out more about Police Scotland at www.scotland.police.uk

ROLE PROFILE

JOB TITLE: Deputy Chief Constable, Police Scotland

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.”

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.

KEY RESPONSIBILITIES

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

- contribute to the setting of organisational and operational strategy and delivery of the objectives set out in the [Strategic Police Plan](#) to ensure an effective and efficient police service that meets the needs of current and future demand;
- support the Chief Constable to deliver the very best policing service to the people of Scotland with energy, authenticity and commitment, in accordance with the policing principles;
- hold responsibility and protect the public through effective response to threats, emergencies, major and national incidents;
- work with the Scottish Police Authority to develop effective strategies, plans and partnerships to develop the workforce, improve performance and enhance accountability;
- develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to deliver positive outcomes and build public confidence in policing;
- develop and deliver sustainable and responsive policing across the country, recognising and reflecting the differing needs of local communities of place, interest and identity;
- be a visible and accessible role model for the ambition and values of the organisation, promoting a public service ethos with the highest levels of professional conduct and integrity;
- promote an inclusive organisational culture that values wellbeing, facilitates impactful professional development and delivers effective performance management to create empowered teams that support the delivery of the strategic police plan;
- contribute to the development of national thinking, policy and guidance to enable the sharing of professional learning and best practice and the continuous improvement of professional policing practice;
- support the financial management of the Service in a challenging financial environment, driving efficiency and productivity within the budget allocated, to maximise resources, ensure the effective use of public spending and maximise best value.



PERSON SPECIFICATION

QUALIFICATIONS, TRAINING AND EXPERIENCE

The applicant must:

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

REQUIREMENTS

The successful candidate will be an accomplished and outstanding police leader and will be able to demonstrate:

- extensive experience of leadership and developing a significant policing organisation which achieves a balance of community focused policing and effective specialist functions;
- a track record of working effectively and successfully at a strategic level and with a diverse workforce in an operational policing environment;
- experience in supporting and driving large scale complex change within challenging financial circumstances;
- a track record of successful partnership working and engagement with communities, civic and democratic institutions, and other public service organisations that improve the wellbeing of the public, prevent crime and reduce harm;
- an ambitious and collaborative approach to preventative policing which promotes equality, fairness, dignity and trust;
- evidence of delivering culture change that is inclusive of police officers and staff, builds teams, promotes professional development, and increases wellbeing and pride in the service;
- a passion, commitment and ability to inspire and motivate others and to model values, ethics and behaviours that officers and staff will look up to and follow;
- a leadership style which combines strategic thinking and sound judgement with a high level of emotional intelligence;
- experience of working successfully with national and local government and with organisations across the private, public and third sectors;
- the ability to work under high levels of public scrutiny and accountability and to engage effectively with policymakers, the media and the public in a range of settings;
- an understanding of the unique opportunities and challenges facing policing in Scotland and of the wider political, social and economic context within which Police Scotland operates;
- the ability to operate with high levels of political astuteness and skilled in navigating the internal and external landscape effectively;
- sound ethical judgement, high standards of personal conduct and integrity and a strong commitment to public service ethos and values.

KEY COMPETENCIES

The successful candidate will be expected to demonstrate and evidence a high level (Level 3) of competence and effectiveness against the six competencies detailed within the [Police Scotland 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 £203,717 and there will be no bonus payable. Salary is paid on a monthly basis.

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](#).

This is a fixed term appointment for a minimum of two years and a maximum of five years.



WORKING LOCATION

The majority of the work will be carried out from Police Scotland Headquarters, Tulliallan Castle, 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 fewer than 40 hours per week and such as are needed to fulfil the requirements of the post. 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 Scottish Police Authority.

TERMINATION

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

NATIONALITY

Applicants must be a British citizen, a member of the EU or other states in the EEA, a Commonwealth citizen or a foreign national free of restrictions. You should also have been resident in the UK for a minimum of three years immediately prior to application.

PENSION

The office holder will be eligible for membership of the [Police Pension Scheme](#).

EXPERIENCE

Applicants must hold or have held the rank of Assistant Chief Constable or above in a relevant police force or policing organisation, as defined in the regulations, for at least two years by 28 February 2024.





RECRUITMENT PROCESS

EQUALITY AND DIVERSITY

The Scottish Police Authority 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.

APPLICATION

Please submit a completed application form along with a short covering letter (no more than 1,000 words). This should demonstrate how your personal skills, qualities and experience provide evidence of your suitability for the role of Deputy Chief Constable and why you have chosen to apply for the role. The accompanying guidance note should be reviewed before completing your application. Both documents should be e-mailed to ExecRecruitment@spa.police.uk.

The deadline for receipt of completed applications is 12:00 noon on 31 January 2024.

SELECTION PANEL

The Selection Panel will be chaired by Martyn Evans, Chair of the Scottish Police Authority and will include:

- Jo Farrell, Chief Constable
- Alasdair Hay, Board Member of the Scottish Police Authority
- Uzma Khan, Independent Member

Craig Naylor, HM Chief Inspector of Constabulary in Scotland will be an advisor to the panel and observe its discussions with candidates.

SHORTLISTING

Shortlisting is scheduled for 2 February 2024 and outcome decisions will be available shortly after. All applicants will be kept updated as soon as details are available. Nominated referees for shortlisted candidates will be contacted after applicants have been notified that they are proceeding to interview.

FAMILIARISATION VISIT

A familiarisation visit will be available for interested candidates after shortlisting. If you are interested in this please contact Lynn Brown, Chief Executive, Scottish Police Authority at ExecRecruitment@spa.police.uk.

ASSESSMENT AND INTERVIEW

Shortlisted candidates will be invited to participate in a psychometric and personality profile exercise, an operational competence discussion, a stakeholder panel, and an interview with the Selection Panel. Final interviews will take place on 27 and 28 February 2024.

Accommodation can be provided on site, please advise on application if this is required.

LINKS TO KEY INFORMATION

MEDICAL

The successful candidate will be required to complete a medical assessment. An appointment cannot be confirmed until the successful candidate is certified medically fit by the medical advisor.

SECURITY CLEARANCE

The successful candidate will be required to obtain security clearance at DV (Developed Vetting) level in order to be appointed to the role.

In addition, necessary security clearance checks will be completed prior to the appointment being confirmed.

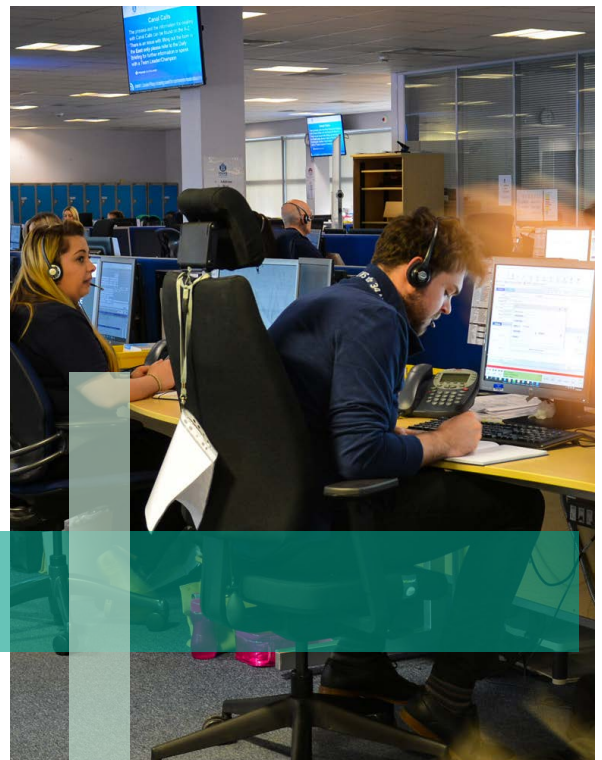
RELOCATION

A relocation package may be available to the successful candidate should relocation be required as a result of this appointment.

FURTHER INFORMATION

For an informal and confidential discussion about this role, please contact Lynn Brown, Chief Executive, Scottish Police Authority at ExecRecruitment@spa.police.uk.

- [Strategic Police Priorities for Scotland](#)
- [Strategic Police Plan](#)
- [Scottish Police Authority 2023/2024 Budget](#)
- [SPA Annual Report and Accounts 2022/2023](#)
- [Police Scotland Code of Ethics](#)
- [Police and Fire Reform \(Scotland\) Act 2012](#)
- [Police Service of Scotland Regulations 2013](#)
- [Police Scotland Competency and Values Framework](#)





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