

SERVING A CHANGING SCOTLAND



CHIEF CONSTABLE OF POLICE SCOTLAND Salary: £232,452

The Scottish Police Authority is seeking a new Chief Constable to lead Police Scotland, the second largest police service in the UK with a workforce of circa 22,500 and a budget of more than £1.35 billion. Police Scotland serves a population of more than five million people, in urban centres, 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.

As Chief Constable, you will understand the unique nature of leading Scotland's national police service and appreciate the challenges that lie ahead. You will have a strong commitment to the values of integrity, fairness and respect and a commitment to upholding human rights. You will

have the ability to further strengthen and develop organisational culture. You will seek and drive collaboration with other agencies and criminal justice partners to ensure that 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.

As Chief Constable, you will build on the effectiveness, operational competence and achievements of Scotland's police service while ensuring that it adapts to meet growing and increasingly complex individual, community and financial challenges. An outstanding and accomplished police leader, you will have extensive experience of leading a significant policing organisation. You will have excellent skills in relationship building, influencing others and communication, and you will be able to inspire and motivate others. Fundamental to your success will be your ability to command high levels of confidence and trust within the service; with stakeholders and with the public.

As Chief Constable, you will lead and further develop an established, cohesive and effective senior leadership team focused on delivering the outcomes in our Strategic Police Plan.

This is one of the most significant, challenging and rewarding policing leadership roles in the UK and internationally. It is also one of the most important public leadership roles in Scotland. For the right candidate, this unique job 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 integrity, 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

