

# 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 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](http://www.spa.police.uk)

**Closing date: 12 noon on 31 January 2024**

**Interview dates: 27 and 28 February 2024**

