

## DEPUTY CHIEF CONSTABLE OF POLICE SCOTLAND

Salary: £190,390

**The Scottish Police Authority is seeking a Deputy Chief Constable to join Police Scotland, the second largest police service in the UK with a workforce of more than 23,000 and a budget of more than £1.3 billion. Police Scotland is a rights based organisation that puts the values of integrity, fairness, respect and a commitment to 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 build upon the achievements of Scotland's police service. You will understand the vision and direction of policing in Scotland, and the challenges that lie ahead. 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)

SCOTTISH POLICE  
AUTHORITY

Closing date: Noon on Thursday 3 November 2022

Interview dates: Thursday 1 and Friday 2 December 2022

