

Deputy Chief Constable Information Pack 2022



EXCEPTIONAL LEADER SOUGHT FOR POLICE SCOTLAND

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Martyn Evans
Chair,
Scottish Police Authority

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 an outstanding, experienced leader to join an exceptional team and support the Chief Constable to shape policing in Scotland.

This is a significant leadership role at the second largest police force in the UK, with a workforce of 23,000, a budget of more than £1.3 billion and serving a population of more than 5 million people.

Police Scotland is at the heart of keeping people safe and ensuring the wellbeing and protection of Scotland's diverse communities. We have proud traditions and values and a highly committed workforce. Public trust and confidence in policing in Scotland is high. Almost 10-years on from establishing the single service in Scotland we have an immensely strong platform to build upon.

As we look towards the next important part of our journey, we are seeking a leader with energy and ideas to continue to strengthen and improve policing during a financially challenging period. 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.



Sir Iain Livingstone, QPM
Chief Constable

A MESSAGE FROM THE CHIEF CONSTABLE

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

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.

Established as a national police service in April 2013, Police Scotland delivers effective policing for citizens and communities across Scotland.

In a challenging fiscal environment, we work continually to ensure best value for the public.

The service has implemented significant transformation through technology, working practices and people, to improve public service and enhance local policing, and we are ready to build upon that progress.

Your leadership will be crucial in driving forward the work to meet these priorities and promoting the culture and values which underpin them.

This is an excellent opportunity to take a key role in the UK's second largest police service at an exciting and challenging time.

Police Scotland and its leaders are rightly subject to intense public scrutiny and this position is high profile and demanding.

The successful applicant will enhance an exceptional organisation which is committed to improving the safety and wellbeing of people, places and communities in Scotland.

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.

Closing date: Noon on Thursday 3 November 2022

Interview dates: Thursday 1 and Friday 2 December 2022

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

THE SCOTTISH POLICE AUTHORITY

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.

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 £1.3 billion police budget.

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 is also responsible for Scotland's 500-strong crime scene-to-court forensic service and for maintaining a 140-strong network of volunteer independent custody visitors.

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 Scottish Police Authority is committed to the highest standards of openness and transparency in the way it conducts business and takes decisions.

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



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. There are 13 local policing divisions, each headed by a Chief Superintendent who ensures that local policing in each area is responsive, accountable and tailored to meet local needs. Each division encompasses response officers, community officers, local crime investigation, public protection and local intelligence.

The local policing divisions are supported by national specialist divisions. The Specialist Crime Division (SCD) provides investigative and intelligence functions such as

Major Crime Investigation, Public Protection, Organised Crime, Counter Terrorism, Intelligence and Safer Communities.

The Operational Support Division (OSD) provides specialist support functions such as Road Policing, Firearms, Public Order, Air Support, Marine Policing, Dogs and Mounted Branch, as well as Emergency and Events Planning. These national divisions ensure every community in Scotland has access to specialist policing services.

Calls from the public are handled by our Contact, Command and Control Division with Area Control Rooms at four locations across the country which deploy resources.

Our people are supported by corporate functions including People and Development, Finance and Corporate Communications. The headquarters of Police Scotland are located in Tulliallan, Fife, which is also home to the Scottish Police College.

Police Scotland has established a reputation for successfully and safely policing major international events, including the Glasgow 2014 Commonwealth Games and the United Nations 26th Conference of the Parties (COP26) climate change summit in 2021.

Since 2013, frontline services have been maintained and enhanced, and communities across the country now have equal access to a range of specialist policing services. During this period, Police Scotland has been at the forefront of UK policing, setting a benchmark for evidence-based policing tactics and strategies, responding flexibly to diverse local communities, and working collaboratively with local authorities and others. The challenge now is to build on the achievements of the last decade by accelerating the pace of change to ensure that Police Scotland can continue to meet the needs of a changing Scotland. The financial challenges facing the public sector make this challenge more acute. The challenge is significant, and learning from experiences across the UK and internationally will 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.police.scotland.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."

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.

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.

PERSON SPECIFICATION

QUALIFICATIONS AND TRAINING

The applicant 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;
- have successfully passed the Strategic Command Course (SCC), organised by the College of Policing, or equivalent; and
- have successfully passed the Senior Police National Assessment Centre (SPNAC).

ESSENTIAL CRITERIA

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 cultural 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 £190,390 plus car and comprehensive relocation package 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.



RECRUITMENT PROCESS

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.

PENSION

The office holder will be eligible for membership of the Police Pension Scheme.

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.

FURTHER INFORMATION

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

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.pnn.police.uk.

The deadline for receipt of completed applications is Thursday 3 November at noon.

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.

SELECTION PANEL

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

- Sir Iain Livingstone QPM, Chief Constable of Police Scotland
- Prof Fiona McQueen CBE, SPA Board Member
- Angela Leitch - Public Health Scotland, Independent Member

SHORTLISTING

Shortlisting is scheduled for 7 November 2022 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 EVENT

A familiarisation visit will be available for interested candidates.

LINKS TO KEY INFORMATION

ASSESSMENT AND INTERVIEW

Shortlisted candidates will be invited to participate in a psychometric and personality profile exercise; a Stakeholder Panel on Wednesday 30 November and an interview with the Selection Panel. Final interviews will take place on Thursday 1 and Friday 2 December.

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

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 and necessary security clearance checks are complete.

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.

RELOCATION

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

- [Strategic Police Priorities for Scotland](#)
- [Strategic Police Plan](#)
- [Scottish Police Authority 2022/2023 Budget](#)
- [SPA Annual Report and Accounts 2020/2021](#)
- [Police Scotland Code of Ethics](#)
- [Police and Fire Reform \(Scotland\) Act 2012](#)
- [Police Service of Scotland Regulations 2013](#)

