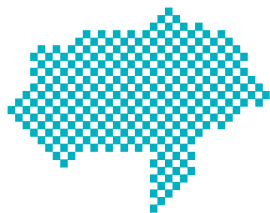


Police and Crime
Commissioner
North Yorkshire



Chief Constable of North Yorkshire Police Recruitment Pack



Contents

Message from the PCC	2
North Yorkshire Police: key facts	3
Leadership team	5
Living and working in North Yorkshire	6
Police and Crime Plan priorities	7
Recruitment process and timetable	8
Job advertisement	9
CC role responsibilities and personal qualities	10
Terms and conditions	13



A message from the Police and Crime Commissioner



The position of Chief Constable is, without question, pivotal to the future success of North Yorkshire Police. Over the past few years we have come a long way in the modernisation of the Force by streamlining ways of working, introducing new technology on the frontline and embracing collaboration. However there is still much more to do, and the successful candidate will need drive, ambition and a deep understanding of the area and its communities to take the service on its next stage of development.

In terms of personal qualities, I am looking for a leader with an open, authentic and engaging approach, whose professional credibility and passion will inspire support from both the workforce and the public, as we transform the Force to meet the challenges of the future.

Neighbourhood policing is the bedrock of the service at North Yorkshire Police, so the successful candidate will possess a strong public service ethic, firmly rooted in the expectations and needs of local communities. An in-depth understanding of policing in rural communities is a “must”, as is a willingness to develop strategic partnerships that go beyond joint-working to fundamentally “change the game” for public safety.

I will - of course - be looking to the new Chief Constable to deliver the Police and Crime Plan. However you will also lead our Transform 2020 Programme to create a new, sustainable operating model for North Yorkshire Police. Through the delivery of Transform 2020, you will create a responsive, efficient and innovative culture, where technology is used to best effect to support the needs of the public and the work of the Force.

I'd like to take this opportunity to thank you for your interest in the role of Chief Constable at North Yorkshire Police. In the rest of this pack you will find some background information about North Yorkshire Police, the role and the recruitment process. I look forward to receiving your application.

A handwritten signature in black ink, reading 'Julia Mulligan'.

Julia Mulligan
Police and Crime Commissioner for North Yorkshire

North Yorkshire Police: key facts



North Yorkshire Police's mission is to keep people in North Yorkshire safe, and feeling safe. The vision for the organisation is to provide an exemplary service in the round. The service is underpinned by the values of courage, compassion and inspiration.

North Yorkshire Police serves one of the largest policing counties at circa 3,200 square miles.

The policing footprint embraces two upper tier local authorities: City of York Council, and North Yorkshire County Council, as well as the District and Borough Councils of Scarborough, Ryedale, Hambleton, Richmondshire, Harrogate, Selby and Craven.

The resident population of the policing area is more than 800,000. Major centres of population include York (198,000), Harrogate (75,000) and Scarborough (52,000). The temporary population swells significantly in the summer months due to tourism.

The North Yorkshire Police area is largely rural, embracing the North York Moors and Yorkshire Dales national parks, two areas of Outstanding Natural Beauty and the Heritage Coast to the East. However, the main population centres of York, Harrogate and Scarborough have vibrant night-time economies and largely urban patterns of policing demand.

North Yorkshire borders on seven other police Force patches and this, combined with the fact that the area has more than 6,000 miles of road, makes it prone to cross-border criminality. North Yorkshire Police has invested heavily in ANPR technology to help tackle this issue.

In 2017, HMICFRS rated North Yorkshire Police as good at keeping people safe and reducing crime, and for legitimacy. North Yorkshire Police received a rating of "needs improvement" for efficiency.

The workforce at North Yorkshire Police (at the date 1 May 2018) comprises 1342 police officers and 208 PCSOs. The Chief Constable also employs 945 police staff. Police staff working in the enabling functions (226 FTEs) are, in the main, employed by the PCC.

The Force has invested in technology to allow the service to respond effectively to demand. This includes the introduction of a Mobile Asset Utilization Deployment System, and tablets and smartphones for frontline officers and staff, equipped with tuServe bespoke policing software. Body-worn cameras are being introduced during the course of 2018 on a phased basis. Whilst these developments represent a significant step forward, elements of the technology programme are still to be embedded.

North Yorkshire has a low number of recorded crimes, and usually comes at, or near, the bottom of the ONS crime figures table. It was the highest rated force for public confidence last year.

The organisation is currently tendering for a delivery partner to work with the organisation on Transform 2020 - a major change programme. The priority areas for this programme are to:

- Deliver more efficient and effective enabling services
- Enable a digital and mobile connected workforce
- Provide responsive digital services
- Place information analytics at the core of activity
- Embed a culture of continuous improvement and innovation
- Deliver change efficiently and effectively
- Support the deployment of a skilled and motivated workforce
- Enhance customer experience
- Enhance the operational policing model
- Provide a public safety service
- Implement an inclusive transformation programme

As well as improvements in service, the Transform 2020 programme is expected to support the Force in achieving efficiency savings, so that investment can continue to be made in necessary service and enabling areas.



The leadership team - office of the PCC



Julia Mulligan
Police and Crime Commissioner



Will Naylor
Deputy PCC



Fraser Sampson
Interim Chief Executive Officer



Michael Porter
PCC's Chief Finance Officer

Chief Officer Team



Lisa Winward
Deputy Chief Constable



Amanda Oliver
Assistant Chief Constable



Phil Cain
Assistant Chief Constable



Jane Palmer
CC's Chief Finance Officer

Living and working in North Yorkshire

With two national parks, two areas of outstanding natural beauty and a stunning coastline, the beautiful North Yorkshire countryside has featured in many a TV series.

The standard of public services and general quality of life make it an excellent location in which to live and work.

In 2018, the Sunday Times named York as the best place to live in Britain, for its perfect mix of period buildings, hi-tech businesses and lively culture. The North Yorkshire towns of Malton, Pateley Bridge and Skipton were also named as amongst the best locations to live in the north of England.

The Halifax Quality of Life survey 2017 ranked Craven and Richmondshire districts amongst its top 10.

The average house price in North Yorkshire is approximately £240k, although properties can be significantly higher.

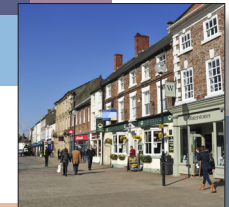
North Yorkshire has been rated amongst the top 10 best places in the UK to raise children (Witters Towbar study of 2017 based on factors including the cost of a three-bedroom house, the average annual disposable income, the number of child-friendly activities available, the percentage of schools listed as good or outstanding, and other considerations such as the average time children spent outdoors).

The main east coast train line serves Skipton and Harrogate and runs through York and Northallerton, with the shortest journey time between York and London taking less than two hours. Although there is no main airport in North Yorkshire, most locations are in easy reach of Leeds/Bradford, Doncaster/Sheffield, Humberside or Durham/Tees Valley airports in neighbouring regions.

According to figures from the TUC, people in North Yorkshire spend 35% less time commuting to work than people based in London, and average commute times are also lower than in the south east, east of England, north west and Scotland.

The leisure and cultural offer is broad and covers major chain and boutique shopping, theatres, cinemas, historic houses, sporting venues, and events (North Yorkshire is host to the annual Tour de Yorkshire).

North Yorkshire offers thriving nightlife, with a wide variety of pubs, bars and restaurants - particularly in the main population centres. Yorkshire has the most Michelin-starred restaurants of any county outside of London, and the Trip Advisor best restaurant in the world for 2017 (Tommy Banks' Black Swan) is based in Oldstead, North Yorkshire.



The Police and Crime Plan priorities

Read the full Police and Crime Plan for 2017-21 at: <https://www.northyorkshire-pcc.gov.uk/police-crime-plan/>



Caring about the vulnerable

We will have an in-depth understanding of how we can best protect the most vulnerable people in our society and will invest in services, skills and partner relationships to deliver the best possible outcomes.



Ambitious collaboration

We will reach out to partners and drive innovation forward to enhance policing, public protection, community safety and local justice services.



Reinforcing local policing

We will equip our people with the technology, skills, capacity and personal support to prevent and tackle crime and reduce demand.



Enhancing customer experience

We will embed an outward-facing perspective to guide all our endeavours, providing an exemplary service that exceeds expectations, whether that be in serving the public, shaping the organisation or working with colleagues and partners.

Recruitment process and timetable

Advert published – 1 June 2018

Closing date for applications – 22 June 2018 (9am)

Shortlisting of applications – 25 June 2018

Invitation to assessment – w/c 02 July 2018

Candidate familiarisation – 9– 20 July 2018

Assessments – 26 & 27 July 2018

Applications

A link to the application form is online available via www.northyorkshire-pcc.gov.uk/how-can-we-help/get-involved/vacancies/chief-constable/

You are strongly advised to read all the sections of this document and familiarize yourself with the Police and Crime Plan before completing and submitting your application.

As part of the application process you must disclose any outstanding criminal investigations or disciplinary proceedings being carried out in relation to your conduct. In addition, you are required to disclose previous disciplinary offences that have not been expunged.

The application form

The application form is designed to collect personal details and information about your experience, qualifications, motivation, competencies and suitability for the role of Chief Constable within North Yorkshire Police.

Applicants are required to submit the following reports alongside their application form:

- Senior Police National Assessment Centre (Senior PNAC) Report – a copy of your most recent senior PNAC or equivalent report.
- Strategic Command Course (SCC) Report – a copy of your SCC or equivalent report.

Shortlisting

Assessment of your application along with the above will be made against the competencies and behaviours at the 'Executive' level of the new Competency and Values Framework (CVF) for Policing.

Candidates will be notified no later than 29 June 2018 of the shortlisting panels decisions.

Successful shortlisted candidates will be required to record a vlog demonstrating their understanding of the needs of the public in North Yorkshire, and what they will bring to the role of Chief Constable of North Yorkshire Police. Candidates will receive further information and instructions regarding this exercise alongside their shortlisting outcome.

Assessment Day

The assessment / interviews will take place on 26/27 July 2018 at Police HQ, Alverton Court.

The assessment will include:

- Group stakeholder exercise
- Vlog exercise
- Final interview

Applicants will complete the group exercise together. The exercise will include community and stakeholder representatives from across North Yorkshire.

Applicants will be required to submit their vlog prior to the assessment day which will be viewed by the interview panel. The panel will ask questions on your vlog at the interview stage.

The interview panel will be the same assessors involved with the shortlisting stage.

Queries

Any questions in relation to the role, selection or appointment process should be directed to: Fraser Sampson, Chief Executive to the Police and Crime Commissioner for North Yorkshire Police, e-mail: fraser.sampson@northyorkshire.pnn.police.uk



Advertisement

Chief Constable, North Yorkshire Police

Based Northallerton, North Yorkshire, with some agile working

Salary £139,890

Five years fixed-term contract (but exact term can be negotiated on appointment)

The Police and Crime Commissioner for North Yorkshire is seeking an exceptional candidate to become the new Chief Constable of North Yorkshire Police.

As well as holding an exemplary professional record as an officer, the successful candidate will be able to demonstrate:

- An authentic and engaging style of leadership, with the personality and credibility to inspire support across the Force's broad range of stakeholders
- A commitment to openness, transparency and candour in all dealings
- An innovative, forwarding-thinking mindset, together with the strategic skills to lead an organisation-wide service transformation programme at pace
- A passion for public service, including a deep understanding of the needs of rural communities, and the ability to develop strategic partnerships that can "change the game" for public safety.

For the full recruitment pack visit: www.northyorkshire-pcc.gov.uk/how-can-we-help/get-involved/vacancies/chief-constable/

Closing date for applications: 9am 22 June 2018

Assessments for shortlisted candidates on 26 and 27 July 2018

For an information conversation about the role or the recruitment process please contact the PCC's Chief Executive Officer by email: fraser.sampson@northyorkshire.pnn.police.uk

Candidates are encouraged to visit North Yorkshire and take advantage of the "open door" policy. To arrange a visit please contact the PCC's Personal Assistant Eve Mortimer email eve.mortimer@northyorkshire-pcc.gov.uk or telephone 01423 569562.

North Yorkshire Police supports Positive Action, and is striving to be an equal opportunities employer

Chief Constable role

Post:

Chief Constable

Accountable to:

The Police and Crime Commissioner for North Yorkshire

Responsible for:

The direction and control of North Yorkshire Police, in accordance with the Police Act 1996, in order to provide the people of North Yorkshire with an effective and efficient police service, and the fulfilment of all the statutory and legal obligations of the office of Chief Constable

Responsibilities

- Raising the bar in the performance of the Force and setting the operational strategy for policing in North Yorkshire to deliver the vision, values, priorities and outcomes of the Police and Crime Plan.
- Reviewing, determining and leading changes to the future shape and culture of North Yorkshire Police, enabling the delivery of services within financial and resource constraints, responding to both national and local demands and improving productivity and performance thereby enhancing the reputation of the Force.
- Providing dynamic and highly visible leadership to the force, promoting the highest professional and ethical standards and realising the full potential of staff within North Yorkshire Police by creating an environment in which people are motivated and inspired to give their best.
- Encouraging, supporting and participating in partnerships/collaborative arrangements with other forces, agencies and the public in order to fulfil the aims of the Police and Crime Plan.
- Responding to and influencing the changing external and internal environments affecting the Force.
- Developing and implementing strategies to enhance the policing of North Yorkshire, focussing strongly on communities and ensuring that policing across North Yorkshire best serves the needs of local people, increases public confidence and makes the area safer.
- Ensuring continuous improvement in the effective and efficient use of all the resources of the Force.
- Representing the best interests of North Yorkshire in addressing and influencing national policing, community safety and criminal justice issues and promoting North Yorkshire Police to the public, partners and in the media.
- Modelling and fostering behaviours of openness and transparency across the Force, and between the Office of the Police and Crime Commissioner and the Force, including the provision of professional advice and information to the Police and Crime Commissioner to support her in fulfilling her functions.

Personal qualities

National Occupational Standards require a Chief Constable to be able to:

HB3 (ML B3) Develop a strategic business plan for the organisation

HC3 (ML C3) Encourage innovation in the organisation

HD11 Chair and participate in meetings

HE2 (ML E2) Manage finance for the area of responsibility

SFJ HB7 Provide leadership for the organisation

It is an expectation within this role and duties that the candidate is able to travel or to work away from home when required.

Decision-making

Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions. Gathers and considers all relevant and available information, seeking out and listening to advice from colleagues and the public. Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation. Identifies the key issues clearly, and the inter-relationship between different options at a local and national level, assessing the costs, risks and benefits of each. Prepared to make the ultimate decision, even in conditions of ambiguity and uncertainty. Makes clear, proportionate and justifiable decisions, reviewing these as necessary.

Leadership

Leading strategic change

Thinks in the long term, establishing a compelling vision based on the Police and Crime Plan, the values of North Yorkshire Police, and a clear direction for the Force. Instigates and delivers structural and cultural change, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required. Identifies better ways to deliver value for money services that meet both local and national needs, encouraging creativity and innovation within the force and partner organisations.

Leading the workforce

Inspires people to meet challenging organisational goals, creating and maintaining the momentum for change. Gives direction and states expectations clearly. Talks positively about policing and what it can achieve, building pride and self-esteem. Is honest, open and candid in communication, and encourages these qualities in others across the Force. Creates enthusiasm and commitment throughout the Force by rewarding good performance, and giving genuine recognition and praise. Promotes learning and development within the force, giving honest and constructive feedback to colleagues and investing time in coaching and mentoring activity.



Managing performance

Translates the vision into action by establishing a clear strategy and ensuring appropriate structures are in place to deliver it. Sets ambitious but achievable timescales and deliverables, and monitors progress to ensure strategic objectives are met. Identifies and removes blockages to performance, managing the workforce and resources to deliver maximum value for money. Defines what good practice looks like, highlighting good practice. Tackles underperformance and ensures it is addressed. Delegates responsibilities appropriately and empowers people to make decisions, holding them to account for delivery.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Delivers on promises, demonstrating personal commitment, energy and drive to get things done. Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility throughout the force. Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances. Takes responsibility for making tough or unpopular decisions, demonstrating courage and resilience in difficult situations. Remains calm and professional under pressure and in conditions of uncertainty. Openly acknowledges shortcomings in service and commits to putting them right.

Public service

Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively and openly engaging with different communities, agencies and strategic stakeholders, developing effective partnerships at a local and national level. Understands partners' perspectives and priorities, working co-operatively with them to develop future public services within budget constraints, and deliver the best possible overall service to the public.

Working with others

Builds effective working relationships through communication and a collaborative approach. Maintains visibility, promotes openness and transparency and ensures communication works effectively throughout the Force and with external bodies. Consults widely and involves people in decision-making, speaking in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Negotiates effectively with local and national bodies, representing the interests of North Yorkshire Police. Sells ideas convincingly, setting out benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively in an open and engaging manner. Fully commits to team decisions.



Terms and conditions

Appointment

The appointment will be made on a conditional basis subject to appropriate medical clearance as well as Management and Developed Vetting in accordance with NYP procedure and the national vetting policy.

Confirmation Hearing

The Commissioner will make an appointment subject to a Confirmation Hearing convened by the Police and Crime Panel after the assessment / interview day. The successful candidate will be invited to attend this hearing, which will be held on a date in August 2018.

Salary

The Chief Constable salary is £139,890 per annum.

Length of Appointment

The initial fixed term appointment will be for up to five years, to be agreed as part of the final negotiations. Including the option for an extension will also be discussed.

Notice Period

Termination of the fixed term appointment by the appointed person will require a three month notice period to be provided to the PCC.

Working Location

The post holders primary location is currently Police Headquarters based at Alverton Court, Northallerton, DL6 1BF.

However, the nature of the work will also require travel throughout the police area and nationally. This may on occasions include periods of time spent working at other locations around the country.

Working Hours

Working hours will be not less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive. However, the post holder will have responsibility for representing North Yorkshire Police 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 or in the absence of a designated deputy. This role will require evening and weekend working including attending meetings and events during these times.

Working duty

The post holder must devote the whole of their time to the duties of the office of Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the Police and Crime Commissioner.

Benefits

The post holder will be provided a car, serviced, insured, taxed and maintained by the Police and Crime Commissioner. A car allowance can be provided if preferred.

The PCC will provide reimbursement to the post holder of reasonable business expenses in line with regulations. The PCC will meet the cost of the NPCC Professiona Subscription.

Relocation Expenses

The post holder's residence should be within a reasonable travelling distance of Police HQ to enable them to fulfil the responsibilities of the post. Chief Officers moving into the police area may be entitled to take advantage of the Force relocation scheme. This is subject to negotiation and will be discussed and agreed upon appointment.

Pension

As a police officer you will automatically join the Police Pension Scheme unless you choose to make alternative arrangements. Police officers are contracted out of the earnings-related part of the State Pension Scheme, so National Insurance contributions are paid at the lower, contracted-out rate.

Telephones, IT and other equipment

Mobile telephone, laptop computer and other equipment necessary to ensure convenient working arrangements, will be made available to the successful postholder.



Published: June 2018
North Yorkshire Police, Northallerton

