

CHIEF CONSTABLE RECRUITMENT PACK



HELP US MAKE GWENT A SAFER
PLACE TO LIVE AND WORK



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INTRODUCTION FROM THE POLICE AND CRIME COMMISSIONER

Thank you for your interest in the position of Chief Constable of Gwent Police.

As the newly elected Police and Crime Commissioner for Gwent my priority is to serve the communities of Gwent to the best of my ability. So it is to our communities that I turned to tell me what they want to see from their leader of police.

This recruitment pack, and the questions you will be asked throughout the recruitment process, is informed by voices from the diverse communities that make up the policing area of Gwent.

Gwent consists of five separate counties, each with their own identity, and encompasses busy market towns, former mining villages, vast rural areas, and one of Wales's biggest cities. We have areas of extreme poverty and of high affluence, and the policing needs across these areas can be very different.

I am looking for a leader who understands the complexities of policing such a diverse area, and who can deliver for the many different communities that call Gwent their home.

The public's confidence in policing across the country has been badly damaged in recent years. Building trust and confidence between the public and the police must be a priority for anyone who is serious about taking on this role.

I need a strong leader who is trusted by their officers and staff, trusted by their

communities, and is someone that I can trust to do their very best for the people of Gwent.

Tackling crime and the wider societal issues that lead to criminality and providing the right support for the victims of crime cannot be left to policing alone.

Therefore, I need someone with a proven track record of partnership working and an understanding of policing in a country where most public services are devolved to the Welsh Government.

It is an exciting time of change here in Gwent. I am currently in the process of developing my Police and Crime Plan that will set out my priorities for the next four years and as Chief Constable you will be responsible for delivering on this plan.

It is an opportunity for us both to shape policing in Gwent going forward, to recognise the good work that has gone before and to build on this for the benefit of our communities.

If you are strong leader, with the experience, the knowledge, and the dedication to be the next Chief Constable of Gwent Police, then I want to hear from you.



”

Jane Mudd

Police and Crime
Commissioner for Gwent
September 2024

ABOUT GWENT POLICE



Protect and reassure – that’s what we are all about.

We are proud to be part of the community and we work as part of our community to keep Gwent safe. We want our residents, businesses and visitors to be confident in our ability to prevent and tackle crime. We cover an area of 600 square miles, including the five local authority areas of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. With a mix of rural and urban communities, our area also includes key routes such the M4 through south Wales.

We also police the main route into Wales from England – the Prince of Wales Bridge.

We have nearly 2,500 staff with police officers the largest group of our staff, with an additional 60 special officers volunteering their time to support us. Our highly skilled front-line policing teams use their local knowledge, specialist skills

and the latest technology to prevent crime, and to catch criminals. From serious organised crime to domestic burglars, protecting our most vulnerable community members is at the heart of what we do.

While a great deal of our day to day work is in our local neighbourhoods, we also tackle the most sophisticated of crimes such as cyber-crime which is a growing area of concern for us all.

“I would like to see the next Chief Constable being more visible in the community and showcase how they are delivering the priorities of the public.”
Blaenau Gwent resident

And behind the scenes we have a wealth of experience and knowledge enabling our police teams by offering legal, scientific or business support. The same values drive all of our team: be compassionate, be courageous, be proud, be positive and keep learning.

We also work with other services within Wales and across the border in England to make the best use of our resources. Whether its air support, firearms teams or forensics, working together can make us more efficient.

OVERVIEW OF THE ROLE

I am looking for an enthusiastic, innovative, energetic, focused Chief Constable to lead the delivery of policing services for the communities within the Gwent area.

You should have significant leadership experience, strong communication skills, focus, drive and energy. The Chief Constable will be responsible for fulfilling all professional and legal obligations of the office of Chief Constable and must account to the Police and Crime Commissioner for the policing in Gwent. The Chief Constable will be expected to:

- develop and communicate a clear, effective and deliverable plan for Gwent Police, which will enable it to deliver its part in the Police and Crime Plan and ensure policing across Gwent best serves the needs of local people and makes the area safer.
- review, determine and lead changes to the future shape and culture of the organisation, ensuring our communities have trust and confidence in policing.
- enable delivery of policing within financial and resource constraints, responding to both national and local demands and improving productivity and performance.
- develop a cohesive and well led chief officer team and organisation, where the workforce is enthused, inspired, held to account, is highly productive yet flexible enough to respond to a changing environment whilst delivering a first class policing service, which responds to the needs of local people.
- develop strong, effective relationships through influence, negotiation, trust and respect, where key partners and stakeholders at local, Welsh and UK levels want to engage in working together to achieve improved outcomes for local people.
- be a role model for upholding high standards of professional and ethical behaviour.

“The future Chief Constable should have an understanding of the pressures officers and staff face not only from the types of calls they attend but also from members of public. They should be approachable and have the wellbeing of all staff and officers of the organisation at the heart of any decisions they make.”

Newport resident

ROLE PURPOSE:

- The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction and culture for the Force that builds public and organisational confidence and trust and enables the delivery of an effective policing service.
- The Chief Constable is accountable for the totality of policing within their Force area, including the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.
 - The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting and is responsible for providing a professional, effective and efficient policing service.
- As a Corporation Sole the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine Force governance arrangements.

“Make us feel safe in our local areas, more visible police on the beat.”

Torfaen resident

KEY ACCOUNTABILITIES

- Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Develop and maintain governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Lead, inspire and engage the Chief Officer team; setting and role modelling approaches to a workforce culture that promotes well-being, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force's operational strategies.
- Lead and command the operational policing responses on occasion, in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
- Advise national bodies such as the Civil Contingencies Committee (COBR) on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Represent the Force at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.
- Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

The next Chief Constable should have the highest levels of integrity as this promotes high staff morale and public confidence.

Monmouthshire resident

BEHAVIOURS

All roles are expected to know, understand and act within the ethics and values of the Police Service.

Values are beliefs which are important to us as individuals, and which motivate particular behaviours and actions. Policing is a deeply ethical profession.

The three values in the Competency and Values Framework (CVF) are derived from the ethical policing principles and support everything we do:

- Respect and empathy
- Courage
- Public service

These principles are mainly reflected in the values, but some aspects are incorporated in the competencies where appropriate.

COMPETENCIES

Competencies are skills, abilities and practical behaviours that contribute to effective job performance. There are six competencies in the CVF with each one having three levels.

This role requires the candidate to be achieving level three of the CVF. Please note that the levels are cumulative meaning the candidate should have built on their behaviours from the preceding levels.

- We are emotionally aware
- We take ownership
- We collaborate
- We support and inspire
- We analyse critically
- We are innovative and open-minded



EDUCATION, QUALIFICATIONS, SKILLS AND EXPERIENCE

EDUCATION/EXPERIENCE

- Has held rank of ACC/Commander or a more senior rank in a UK Police Force (or held one of the designated roles if appointed from overseas)
- Authorising Officer Training.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.
- Experience of accountability for management of significant budgets.
- Up-to-date operational/technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.



The new Chief Constable needs to be more helpful to victims

Blaenau Gwent resident



SKILLS

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
 - Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders.
- Skilled in building and maintaining strategic stakeholder relationships at the most senior levels, being able to resolve issues and to reconcile conflicts of interest.
- Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities, values and behaviours.
- Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.

TERMS AND CONDITIONS

The post will be subject to the following terms and conditions:

SALARY

Remuneration will be £167,876 per annum as set nationally.

TERM OF APPOINTMENT

The successful candidate will be appointed for an initial fixed term of up to 5 years to be negotiated with the Police and Crime Commissioner.

MEDICAL EXAMINATION

Appointment to the role of Chief Constable is subject to the completion of a satisfactory medical assessment.

VETTING

The successful applicant will be appointed subject to obtaining security clearance at Management Vetting (MV) and Developed Vetting (DV) level.

POST SERVICE EMPLOYMENT

The Chief Constable must provide notification to the Police and Crime Commissioner of any proposed post-service employment for a period of 12 months after leaving the police service, the Police and Crime Commissioner will then make a recommendation on the suitability of the new appointment.

NOTICE PERIOD

The appointment may be terminated by four months' notice in writing on either side.

WORKING LOCATION

The majority of work will be carried out from

Gwent Police Headquarters based in Llantarnam, Cwmbran. However, the nature of the work will also require travel throughout Gwent as well as nationally. This may on occasions include periods of time spent working at other locations around the country.

WORKING HOURS AND ANNUAL LEAVE

The post holder will be contracted to work 40 hours per week and will be paid on a monthly basis. However, as the post holder will have the responsibility of heading the service they will be required to be contactable 24 hours per day. The role may require the post holder to attend major incidents or other operational events at short notice.

This role will require evening and weekend working including attending meetings and events during these times.

The successful candidate will be required to devote their whole time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment or undertake a business interest without the prior written consent of the Police and Crime Commissioner.

The post holder will be entitled to 35 days annual leave and to re-rostered rest days. It is a requirement that the Chief Constable and Police and Crime Commissioner keep each other informed about their availability and periods of leave of absence.

RELOCATION

To facilitate the recruitment of high quality Officers to the rank of Chief Constable, a relocation package is available to successful candidates who relocate their home upon appointment.

The Office of the Police and Crime Commissioner's relocation policy is available on request.

TERMS AND CONDITIONS

BENEFITS

Professional insurance – The Police and Crime Commissioner will meet the cost of the annual legal protection reactive insurance cover and membership provided by the Chief Police Officers' Staff Association (CPOSA).

Personal support and advice – A range of initiatives are available to support your wellbeing, including occupational health support, employee assistance programme, cycle to work scheme and discounts through the Blue Light Scheme and Vectis Card.

Professional development – Access to continuous ongoing professional development opportunities will be provided.

Sports and social – Access to several free on-site gyms.

Health cover – You will have the opportunity to join a private healthcare scheme.

Security – Gwent Police will arrange a full home security review.

Personal Issue Vehicle – A car will be provided to you under the Chief Officer Car Leasing Scheme.

EXPENSES

Reimbursement of all reasonable expenses incurred in the execution of duty (reimbursed through expenses). Mileage expenses will be paid in line with standard HMRC rates.

GIFTS AND HOSPITALITY

All accepted and declined gifts and hospitality offered to the Chief Constable must be approved in advance (wherever possible) by the Police and Crime Commissioner.

Gwent Police has a Gifts and Hospitality Policy which sets out the detail and guidance on accepting

gifts and hospitality in an open and transparent manner. The policy, which is available on the Force intranet, is applicable to Chief Officers who are expected to familiarise themselves with its contents and to act in accordance with its requirements.

BUSINESS INTERESTS

The Chief Constable is required to request approval from the Police and Crime Commissioner for any business interests prior to their commencement.

Gwent Police has a Business Interests policy which provides further information and is available on the Force intranet.

PERFORMANCE AND DEVELOPMENT REVIEW (PDR)

The post will be subject to PDRs that will be undertaken by the Police and Crime Commissioner.

CONTINUED PROFESSIONAL DEVELOPMENT (CPD)

You are expected to maintain your professional knowledge and development including your physical fitness, in accordance with the College of Policing CPD framework in line with the evolving requirements of the post. You will be expected to complete the national fitness test annually.

EQUAL OPPORTUNITIES

The Police and Crime Commissioner for Gwent is committed to equal opportunities for existing and potential members of staff. The Police and Crime Commissioner welcomes applications from candidates regardless of ethnic origin, religious belief, gender, sexual orientation, disability or any other irrelevant factor.

TERMS AND CONDITIONS

WELSH LANGUAGE

The Office of the Police and Crime Commissioner for Gwent and Gwent Police are committed to promoting the use of the Welsh language throughout both organisations. You will therefore be expected to demonstrate an understanding and positive approach towards the Welsh Language and the culture of Wales.

The ability to speak Welsh is desirable, support will be provided to any person wishing to develop their skills in this area.

REFERENCES

The successful applicant will be subject to reference checks.

OTHER CONDITIONS

This post will be offered in accordance with the Police Regulations and any other Laws, Regulations or requirements in Force.

“We need to see more involvement with local community. He/she must be committed to serving the community and in building a better relationship between members of the public and police.”
Torfaen resident

APPLICATION PROCESS

The deadline for Chief Constable applications is 9am on Thursday 3 October.

The application form is attached to the email you have received with this pack. In addition to this form you also need to provide a short video (less than three minutes in length) telling me about yourself, why you want to be the Chief Constable of Gwent Police and why you believe you would be the best candidate.

Short-listing will take place on **7-8 October.**

All successful candidates will



be required to undertake psychometric testing prior to interview.

Interviews will take place on **6-7 November** and will include

a presentation, media exercise and stakeholder groups.

Full details will be provided to successful candidates in their official invitation for interview.

CAN YOU MAKE A DIFFERENCE FOR THE PEOPLE AND COMMUNITIES OF GWENT?



FOR MORE INFORMATION ABOUT
THE ROLE, CONTACT POLICE AND CRIME
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