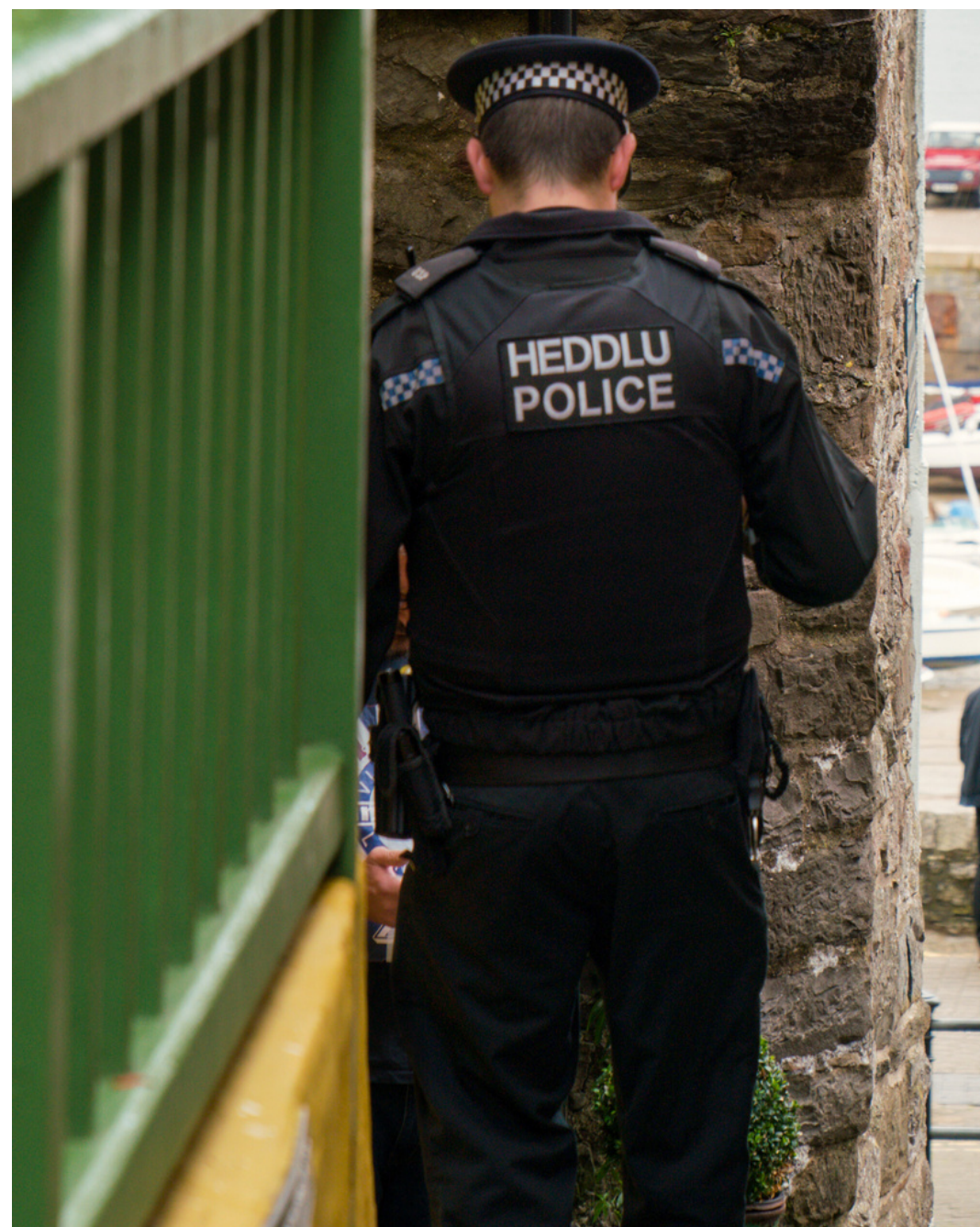




Heddlu Dyfed-Powys Police

Deputy Chief Constable

Candidate Pack



Welcome from the Chief Constable

Hello and welcome to Dyfed-Powys Police.

As Chief Constable, I am delighted to be recruiting a Deputy Chief Constable on behalf on the communities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. This is an exciting opportunity for the right individual to join a forward-thinking team, work closely with colleagues from the other three Welsh police forces, and make a real difference to policing and to the public in mid and west Wales.

Dyfed-Powys is the largest geographical police force area in England and Wales. Covering 53% of the land area of Wales, it is a beautiful, sparsely populated area which in itself presents unique policing challenges.



Click to watch a video message from the Chief Constable:

https://youtu.be/LAlm6cglD_g



A migrant workforce and tourism create seasonal fluctuations in population and although we have the lowest crime levels in England and Wales, our rural communities can at times feel isolated, with limited access to services.

The position of Deputy Chief Constable comes with considerable responsibility. With energy and ability to lead and inspire, you will have a proven track record of delivering results. I am looking for an inspirational, visionary, and courageous leader who will visibly engage with our workforce, partners and local communities.

You will need to demonstrate how your skills and abilities can deliver creative policing approaches sensitive to our communities, recognising the cultural and linguistic differences of the area.

You will build a strong team who will be trusted, professional and selfless in their duty to safeguard our communities.

Dyfed-Powys Police has a proud and committed workforce and a first-class reputation for tackling crime. We, as a force, are a firmly embedded and integral part of the communities that we are privileged to serve. This unique relationship is of paramount importance. It is my firm belief that the public must remain at the heart of everything we do and every decision we make.

If you would like to discuss the role informally with me in advance of applying, then please do get in touch.

I look forward to hearing from you.

Dr Richard Lewis
Chief Constable





Why Dyfed-Powys?

Live and work in picture perfect towns or villages (or the smallest city in the UK!) surrounded by 350 miles of coastline and two of the three stunning Welsh national parks.

We oversee the largest geographical policing area in England and Wales, covering 4,188 square miles and more than 8,500 miles of roads over the four counties of Carmarthenshire, Ceredigion, Pembrokeshire and Powys.

We are proud to be one of the safest areas to live, work and visit in the UK - and arguably the most attractive too.

It might be beautiful, but we police a diverse area with a mix of challenges - from small rural villages to larger, more densely populated towns, and areas which double in population during tourist seasons.

Everyone in our policing family has a key role to play, whether that's behind the scenes or on the front line. We work together to fulfil our mission of providing a first class service that is visible and accessible.







Our Plan

Working together to provide a first class service that is visible and accessible. We will be there when the public need us, and we will act with fairness and respect in all that we do.

Our Action

Work towards the elimination of domestic abuse, stalking and harassment

Respond compassionately to victims of rape and sexual assault - and be relentless in the pursuit of offenders

Make our area hostile to those that deal drugs

↑ MANAGING OUR PERFORMANCE



↑ MANAGING OUR PERFORMANCE

Our Enablers



Police & Crime Commissioner Priorities

Victims are supported

Our justice system is more effective

Harm is prevented

Our Values

WE ACT WITH **COURAGE**

WE TREAT PEOPLE WITH **RESPECT AND EMPATHY**

WE TAKE PRIDE IN PROVIDING A **PUBLIC SERVICE**



Deputy Chief Constable - The Role

The Deputy Chief Constable supports the Chief Constable to lead the Force. They assist in creating a vision, direction and culture for the Force that builds public and organisational confidence and trust and enables the delivery of an effective policing service.

The Deputy Chief Constable holds direct operational accountability for the policing response to crime and major and critical incidents and its effective command and leadership.

The Deputy Chief Constable is responsible for the implementation and delivery of the Force's Delivery Plan and the day to day running of the Force in line with the agreed direction and vision, to provide a professional, effective and efficient policing service.

The Deputy Chief Constable contributes to the development of regional and national policing within a specific area of expertise and may be accountable for national operations or standard setting.





Key Accountabilities:

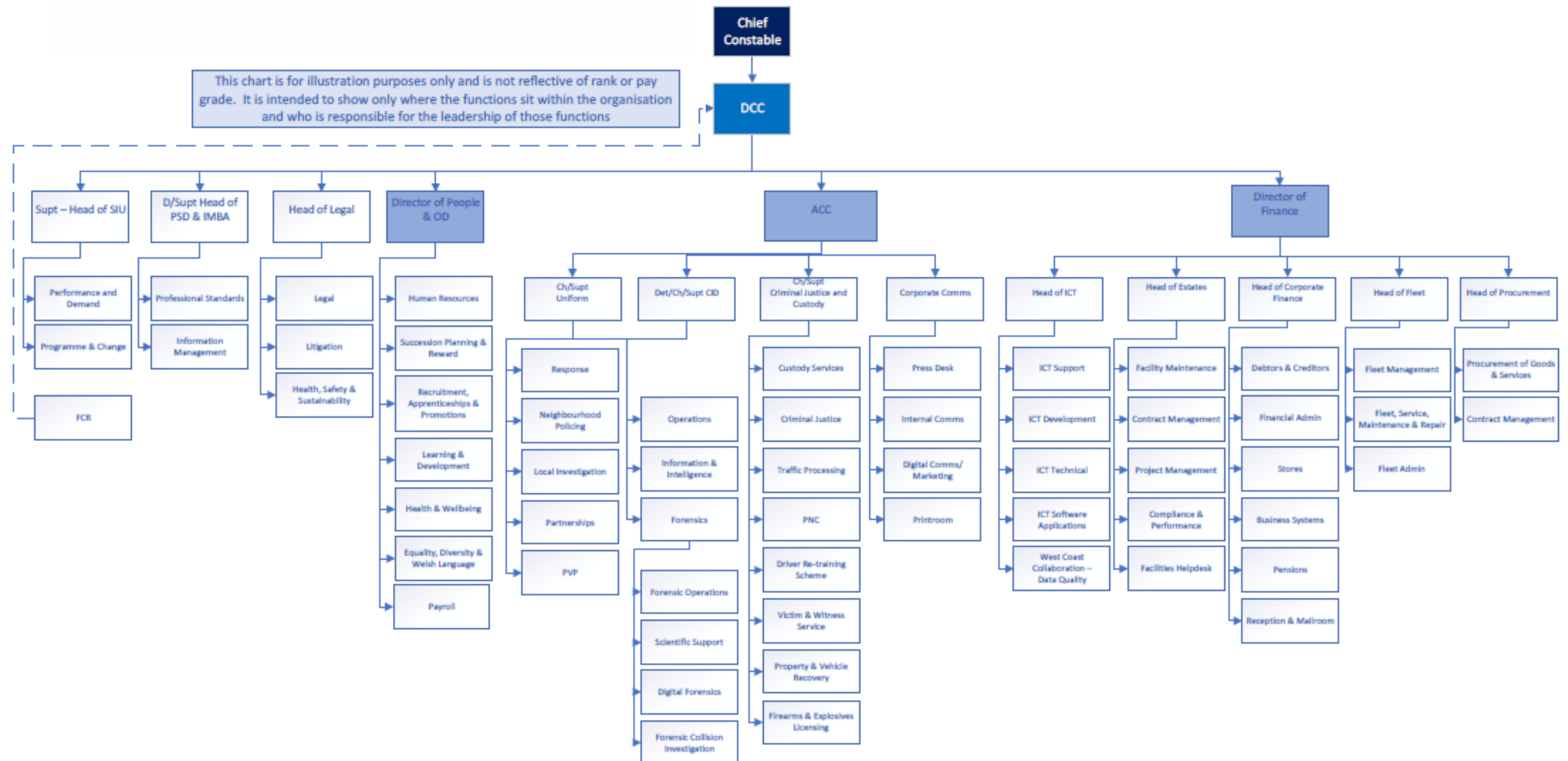
- Contribute to the setting of the organisational and operational strategy for the Force, with regard to wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Support and maintain the mutually productive strategic relationship with the Police and Crime Commissioner and the Office of the PCC, whilst maintaining the principle of the Chief Constables' operational independence.
- Support the Chief Constable to lead the Force, embedding the organisational culture and promoting values and ethics, holding responsibility for adherence to professional standards to enable an effective and professional service.
- Lead the implementation of the Force Delivery Plan, ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of Force objectives.
- Support the Chief Constable to lead, inspire and engage the Chief Officer team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
- Develop guidance and provide strategic direction on identifying and managing threat, risk and harm within the policing area and in the Force's policing responses in order to protect the public and develop operational strategies.



- Fulfil the authorising responsibilities of a Deputy Chief Constable, holding responsibility for compliance in order to protect the public and ensure effective policing responses.
- 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.
- Develop and maintain a meaningful operational performance framework and governance structure, in line with Force strategy, in order to hold the senior leadership of the organisation to account for operational delivery and outcomes in order to enable effective law enforcement and public protection.
- Support the financial management of the Force, driving efficiency and productivity within the budget framework to maximise the use of resources, 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 enable the achievement of the Force objectives and develop public confidence in policing.
- Represent the Force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to improve visibility, connect with the public and build confidence in policing.
- Embed a culture of organisational development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in evidence based policing.
- Develop national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Discharge the powers and duties of the Chief Constable as required in their absence.
- The Deputy Chief Constable is expected to be a role model for the Leadership Standards – Executive Leaders and the Code of Ethics.



Organisation Chart





Education, Qualification, Skills and Experience

Prior education and experience required:

- Successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC).
- Experience as a substantive ACC or DCC.
- Authorising Officer Training.
- Wide ranging operational law enforcement experience.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior levels.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of embedding an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.

- Experience of management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing political, economic, social, technological, legal 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.

Welsh is not essential but a successful candidate should demonstrate:

- Sensitivity and understanding to the Welsh context, including language and culture;
- A willingness to learn Welsh to level 3 in order to connect with local communities. The Chief Constable encourages this and Welsh language support and training is available to all members of the force.



Terms and Conditions of Employment

Working location

The majority of work will be carried out from Dyfed-Powys Police Headquarters based at Llangunnor, Carmarthen. However, the nature of the work requires significant amounts of travel throughout Dyfed-Powys.

Working hours

The post holder will be paid on a monthly basis. However, the post holder will have responsibility for representing the Service and as such will be required to be contactable 24 hours per day when they are the designated Chief Police Officer as a point of contact. They must ensure that the role of designated Chief Officer (point of contact) is shared equitably among the Chief Officer Team.

The role will require attendance at major incidents or other operational events at short notice.



Evening and weekend working will also be required including attending meetings and events during these times.

Medical Examination

The successful candidate will be required to complete a medical questionnaire and will be required to undertake a medical examination.

Salary

The position will attract a salary of £133,248 per annum (subject to pending pay reform for Chief Constables and Deputy Chief Constables).

Term of service

The appointment is offered for a period up to 5 years, subject to agreement with the Chief Constable.

Whole time service

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

Holidays

The post holder is entitled to leave in accordance with Police Regulations.

Benefits

a) The Deputy Chief Constable will comply with Regulation 35 of the Police Regulations 2003 in respect of relocation expenses.

b) A Chief Officer Car Scheme is in place for the successful candidate whereby an official car is made available to the Deputy Chief Constable.

c) If applicable, the post holder will also receive the Housing allowance.

Relocation

Where appropriate, a relocation package will be made available to the successful candidate. Candidates need to be aware that Her Majesty's Revenue and Customs (HMRC) treat such payments as a taxable benefit, which will be the responsibility of the individual officer.

Security clearance

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

References

Two references will be obtained once the assessment process is complete and the successful applicant is identified.

Other conditions

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





Recruitment Process

1. Opportunity to discuss the role with the Chief Constable
 2. DCC Familiarisation Event
 3. Application Shortlisting
 4. Selection process
 - Interview and presentation to the Selection Panel.
- (Final details of the selection process will be provided to shortlisted candidates.)

If you would like an informal discussion with the Chief Constable Dr Richard Lewis, please contact Carol Price, Executive Support, via email at carol.price@dyfed-powys.police.uk or via phone on 01267 226308.

Familiarisation Event | 8 April 2024

A familiarisation event will be held at Police Headquarters in Carmarthen on 8 April 2024. While this is not a formal part of the recruitment process, it is recommended that applicants attend this event.

For more information about this post, or to book a place on the familiarisation event , please contact:

Katherine Hobbs, Recruiting HR Officer,
Mobile: 01267 617164
Email: katherine.hobbs@dyfed-powys.police.uk



Membership of the Selection Panel for appointment

The Selection Panel for this appointment will be chaired by the Chief Constable, Dr Richard Lewis and will include Linda Williams, Director of People & Organisation Development and Valerie Ainsworth, Independent Assessor. Carys Morgans, Chief Executive, Office of the Police and Crime Commissioner will also be in attendance as an observer.

How your application will be handled following receipt

Your application will be assessed by the Selection Panel on the evidence provided to assess if you have the necessary skills, knowledge and experience required for the position. The Selection Panel will determine whether you are shortlisted to progress to our selection process.

All applicants who are not shortlisted will be advised of the outcome of their applications in writing. Feedback can be requested by any applicant who is not shortlisted.

What will happen following the selection process?

The Selection Panel will make its decision on the basis of the evidence presented by candidates. The Force will then proceed with security clearance to Developed Vetting (DV) level, if not already in place. We will also conduct the medical clearance procedure and obtain your two references. An appointment is subject to satisfactory completion of these checks.

All applicants will be advised of the outcome of the selection process in writing. If you are successful, you will be invited in writing to accept the appointment by the Chief Constable.

Reimbursement of expenses

You can claim for reasonable expenses incurred for attendance on site, where required. It is expected that the most efficient and economic means of travel will be used, and reimbursement will normally be restricted to that amount. When an overnight stay is necessary, this can be arranged, and the details will be included in the invitation to interview.





How to Apply

All applications must be submitted using the [online application system](#). No applications will be accepted after midday on the closing date.

You will be required to evidence your skills and knowledge in line with the role profile. You will also be required to evidence the six competencies within the Competency and Values Framework (CVF) at Level 3. A copy of the Framework is attached for your information.

Candidates who are successful at the application stage will be provided with further information regarding the format and composition of the interview process.

The closing date for applications is **midday on Monday, 15 April 2024**. It is anticipated that interviews will take place on **Wednesday, 1 May 2024** at Dyfed-Powys Police Headquarters in Carmarthen.

Applicants must disclose any outstanding criminal convictions, investigations or disciplinary proceedings being carried out in relation to their conduct. In addition, applicants are required to disclose previous disciplinary offences that have not been expunged.

Nationality

You can apply for this post as long as you are a UK national or have dual nationality with one part being British. In addition, this post is open to Commonwealth citizens and nationals of any of the member states of the European Economic Area (EEA).

Equality and diversity

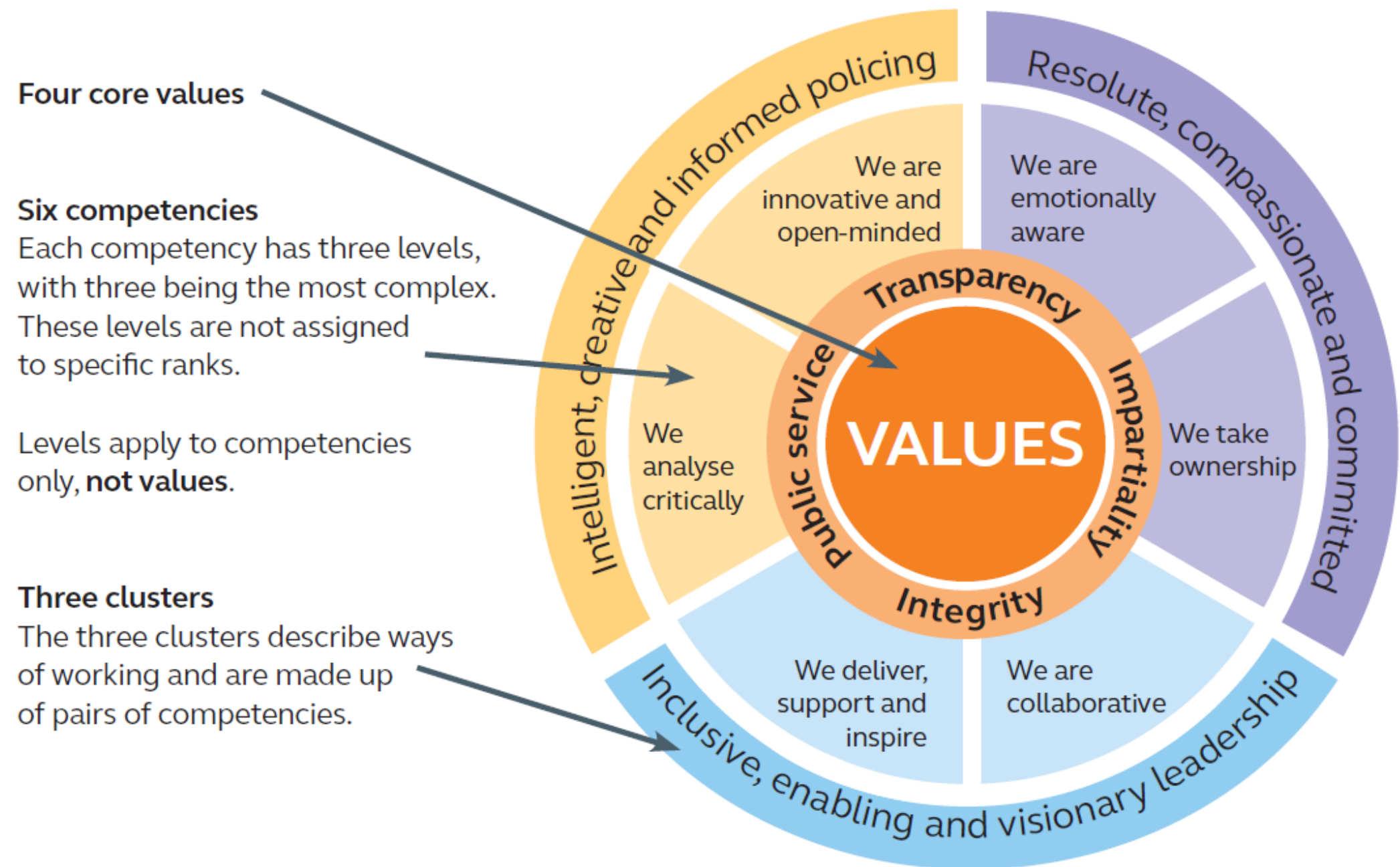
A fundamental requirement is that the appointments process promotes, demonstrates, and upholds equality of opportunity and treatment to all applicants. We are committed to appointing on merit, in a way that is fair and open.





Behaviours

This role should be operating at or working towards
Competency and Values Framework (CVF) Level 3.



Competency and Values Framework

The post holder will be assessed on the following competencies and associated values in line with the Competency and Values Framework (CVF):

Competency One – We are emotionally aware

- I seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate.
- I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance.
- I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed.
- I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions.
- I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.

Competency Two – We take ownership

- I act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame.
- I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities.
- I define and enforce the standards and processes that will help this to happen.
- I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance.
- I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance.
- I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.



Competency Three – We are collaborative

- I am politically aware and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures.
- I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private).
- I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities.
- I create an environment where partnership working flourishes and creates tangible benefits for all.

Competency Four – We deliver, support and inspire

- I challenge myself and others to bear in mind the police service's vision to provide the best possible service in every decision made.
- I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.
- I ensure that everyone understands their role in helping the police service to achieve this vision.
- I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these.
- I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners.
- I motivate and inspire others to deliver challenging goals.



Competency Five – We analyse critically

- I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through 'what if' scenarios.
- I use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and being willing to challenge the status quo when beneficial.
- I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations.
- I use my knowledge of the wider external environment and long-term situations to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and win support.

Competency Six – We are innovative and open minded

- I implement, test and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes and performance.
- I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements.
- I work to create an innovative learning culture, recognising and promoting innovative activities.
- I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere.
- I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.





Thank You

Thank you for your interest in working with us.
We look forward to receiving your application.

