


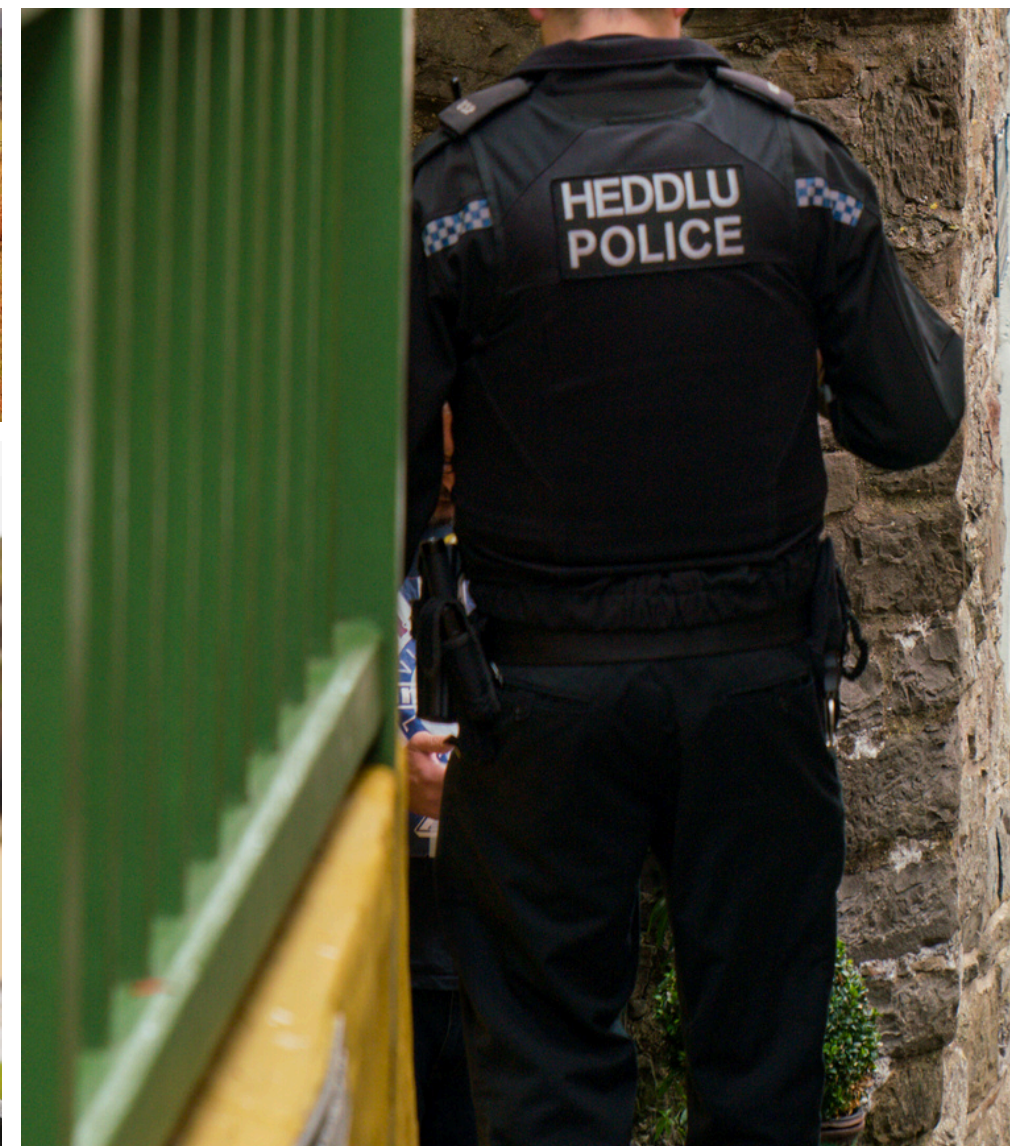


Heddlu Dyfed-Powys Police



Deputy Chief Constable

Candidate Pack



RECRUITMENT INFORMATION PACK CONTENT

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Welcome from the Chief Constable

As Chief Constable I am very pleased to be recruiting for a Deputy Chief Constable at Heddlu Dyfed-Powys Police.

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 of mid and west Wales

Starting in a new organisation can feel a bit overwhelming, but I hope that there is also some excitement to explore your new role, meet your new colleagues and make a real difference to policing, and the public of Mid and West Wales.

At Dyfed-Powys Police, we work together to provide a first-class service to the public, with the aim of improving trust and confidence in policing. Ethical and inclusive leadership is a key enabler for us to achieve this; embedding our Culture Pledge in everything that we do.



I want you to grow and develop during your time working at Dyfed-Powys Police, and it is vital that you are supported to contribute your talent, experience and skills through the work that you do.

In this pack you will learn about the standards I expect from the Staff and Officers, but also what Dyfed-Powys Police can offer you as a member of police staff.

I wish you all the best for your first few weeks, and I hope you will have a rewarding career at Dyfed-Powys Police.

Ifan Charles
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 & Pledge

Ein Llŵ Diwylliant



Our Culture Pledge

**Rydym yn gweithio gyda'n gilydd i gyflawni
Ein Cynllun**

**Rydyn ni'n adeiladu un tîm cynhwysol a
thosturiol**

**Rydym yn ymddiried yn ein gilydd i wneud
penderfyniadau teg**

**Rydym yn herio ymddygiad gwael ar bob
lefel**

Rydym yn anelu i fod yn well yfory

We work together to achieve Our Plan

**We build one inclusive and
compassionate team**

**We trust each other to make fair
decisions**

We call out bad behaviour at every level

We strive to be better tomorrow

Rydyn ni'n gweithredu gyda
We act with



Dewder
Courage

Rydyn ni'n trin pawb â
We treat everyone with



Parch ac empathi
Respect and empathy

Rydyn ni'n ymfalchïo mewn cyflawni
We take pride in delivering a



Gwasanaeth cyhoeddus
Public service

Our Values

OUR PLAN 2025-2029



Working as one team to improve trust and confidence in policing. We will be there when the public needs us and act with fairness and respect in all we do.

Police and Crime Commissioner Priorities

- Supporting victims and preventing victimisation
- Supporting safe communities by preventing harm
- Supporting a more effective justice system

Our Priorities

- A compassionate response to victims of domestic abuse and stalking and the relentless pursuit of offenders**
- Making Dyfed-Powys Police hostile to those that deal drugs**
- A compassionate response to victims of rape and sexual assault and the relentless pursuit of offenders**

Our Culture Pledge

- We work together to achieve Our Plan
- We build one inclusive and compassionate team
- We trust each other to make fair decisions
- We call out bad behaviour at every level
- We strive to be better tomorrow

Our Enablers

- Ethical and inclusive leadership underpinned by a supportive wellbeing strategy
- Robust performance measures and mechanisms
- An effective operating model
- Informed and integrated communications strategies
- A responsible value for money financial plan
- Clear and accountable governance structure
- A dynamic Strategic Workforce Plan
- A proactive Strategic Equality Plan
- A forward looking digital innovation and technology strategy
- Fit for purpose assets with a clear focus on sustainability

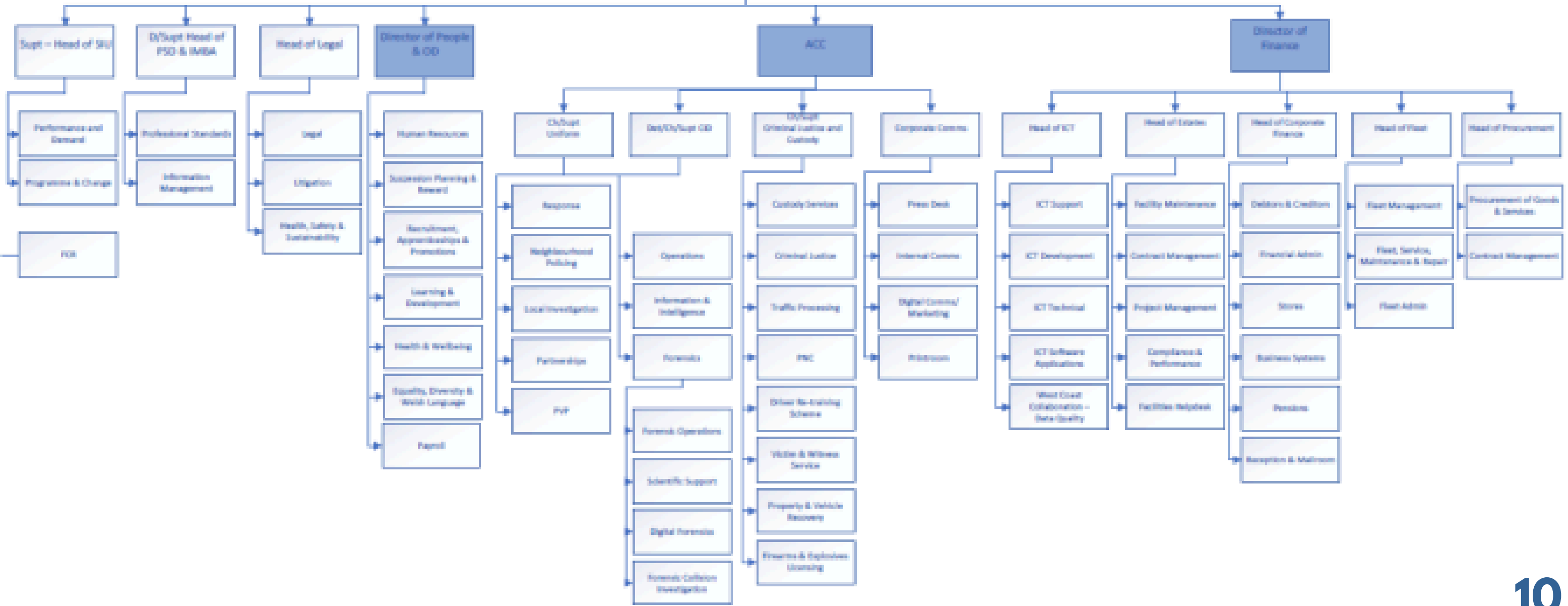
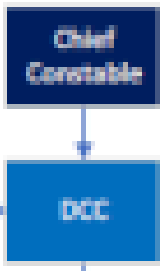
Our Values

- We act with**
Courage
- We treat everyone with**
Respect and empathy
- We take pride in delivering a**
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Organisation Chart

New Force Leadership Structure

This chart is for illustration purposes only and is not reflective of rank or pay grade. It is intended to show only where the functions sit within the organisation and who is responsible for the leadership of those functions





HEDDLU
POLICE

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HEDDLU
POLICE

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Role Profile

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.

They hold direct independent 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.

This appointment for this role is in line with the college of policing core rank role profile - [Deputy Chief Constable | College of Policing](#) and the associated Competency and Value Framework (CVF)





SCCH
PCSO

VIDEO
& AUDIO
AXON

SEQUIA

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.

Appointment will be subject to successful satisfactory completion of a medical examination.

Salary

The position will attract a salary of £155,643 per annum plus relocation and benefits

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 their 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

A relocation package will be made available to the successful candidate, where appropriate. Candidates need to be aware that His 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. Dyfed-Powys Police is an equal opportunities employer and welcomes applications from under-represented groups and Welsh speakers.



Recruitment Process

The closing date for applications is 12 midday, Tuesday 7th July 2026. No applications will be accepted after the closing date. Candidates will be shortlisted on the basis of the written application on 14th July 2026.

We are holding a familiarisation event for all candidates on Friday 1st July 2026 at Dyfed-Powys Police Headquarters, Llangunnor, Carmarthenshire. To register, please email recruitment@dyfed-powys.police.uk by midday on midday on Friday 24th June 2026.

Interviews will take place on Friday 31st July 2026 at Dyfed-Powys Police Headquarters.

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.

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.



Membership of the Selection Panel for appointment

The panel will be chaired by Chief Constable Ifan Charles.

How your application for the post of Deputy Chief Constable will be handled following receipt.

The application will be assessed anonymously 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 progress to the interview stage.

All applicants who are not selected for the next stage of assessment will be advised of the outcome of their applications in writing. Feedback can be requested by any applicant who is not selected for interview. Feedback will be based on the assessment of your merit in relation to the skills, knowledge and experience required.



Interviews – reimbursement of expenses

External candidates can claim for reasonable expenses incurred in attending for interview. 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.

What will happen at the interview?

Further details will be provided to candidates who are shortlisted by the Selection Panel.

What will happen following the interview?

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 Management Vetting (MV) and Security Vetting (SV) level, if required. We will also conduct the medical clearance procedure and obtain your two references. An appointment is subject to satisfactory completion of these.

All applicants will be advised of the outcome of the appointments process in writing.

Thank you!

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

