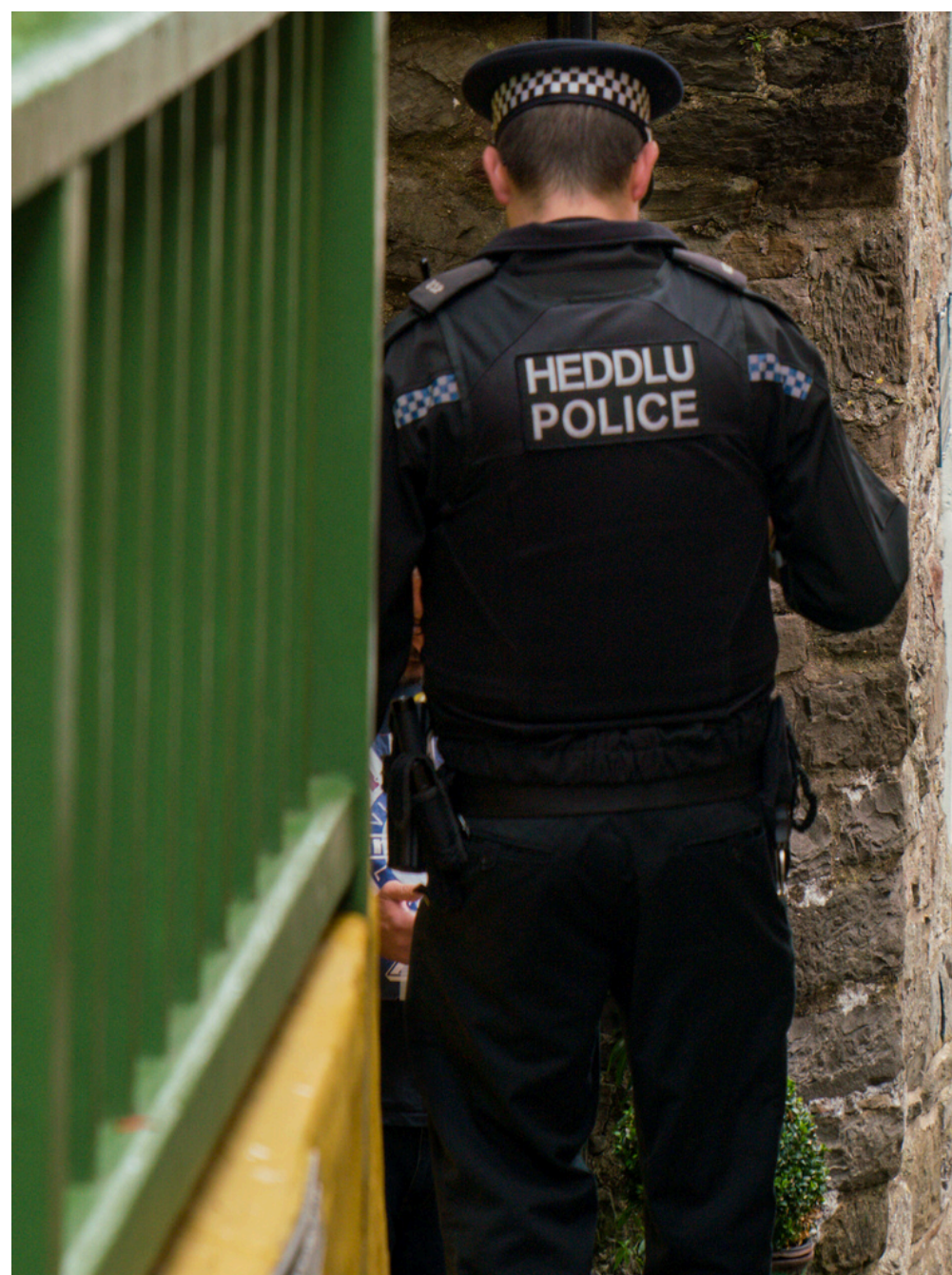




Heddlu Dyfed-Powys Police

Chief Superintendent

Candidate Pack



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Welcome from the Chief Constable

As Chief Constable I am very pleased to be recruiting for Chief Superintendents within 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.



Applications are invited from substantive Chief Superintendents and substantive Superintendents seeking promotion.

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 presents unique policing challenges. Tourism creates seasonal fluctuations in population and although we have amongst the lowest crime levels in England and Wales, our rural communities can at times feel isolated, with limited access to services.



The position of Chief Superintendent comes with considerable responsibility, leading large teams in the delivery of Our Plan and embedding Our Culture Pledge in everything we do. Heddlu Dyfed-Powys Police 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.

A significant portion of our communities converse in Welsh, and it's important as a force that we are accessible and able to serve our communities through the language of their choice. Heddlu Dyfed-Powys Police aim to become a fully bilingual force, and all officers and staff will be supported to reach Level 2 in Welsh.

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.

I look forward to hearing from you.

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.



Role Profile

Chief Superintendents lead a large and/or complex area of command within forces and across collaborations, strategic alliances and partnerships, carrying responsibility for all activities in their area. They may also carry responsibility for strategic or policy lead for one or more areas of policing across the force or organisation.

Chief Superintendents also play a critical lead role in operational policing for major or critical events or incidents. This includes planning and directing the activities in line with the legal framework and wider policing policies/objectives to uphold the law, ensure public safety and strengthen public confidence.

This role carries specific legal powers to enable the maintenance of law and order. Chief Superintendents contribute to the development of culture, climate and working processes in their area to ensure adherence to standards, and the promotion of accountability and continuous improvement.

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





Terms and Conditions of Employment

Working hours

The post holder will be paid on a monthly basis for 40 hours per week. However, the post holder will also work on call rota as part of Gold Commander duties expected of the role.

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 £107,430 to £119,838

Whole time service

The successful candidate will be required to devote their whole-time service to fulfilling the duties of the office of Chief Superintendent 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). As a Chief Superintendent, a Force Car Scheme is currently in place which provides you with a vehicle appropriate for the Force's business. All cost for fuel for private mileage will be borne by the individual to whom the vehicle is allocated.

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

Security clearance

The successful applicant will be appointed subject to obtaining security clearance at MV/SC (Management Vetting/Security 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, on Friday, 2nd October 2026. No applications will be accepted after the closing date. Candidates will be shortlisted on the basis of the written application on 7th October 2026.

We are holding a familiarisation event for all candidates on Wednesday 16th September 2026 at Dyfed-Powys Police Headquarters, Llangunnor, Carmarthenshire. To register, please email recruitment@dyfed-powys.police.uk by midday on Monday 14th September 2026.

Interviews will take place on Thursday 22nd and Friday 23rd October 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 who will be supported by other Chief Officers. A representative from the Superintendent's Association will also be invited to attend.

How your application for the post of Chief

Superintendent 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.

