



CHIEF CONSTABLE

POLICE SERVICE OF NORTHERN IRELAND (PSNI)

CANDIDATE INFORMATION BOOKLET

OCTOBER 2023



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1. NORTHERN IRELAND POLICING BOARD

CHAIR'S MESSAGE

Thank you for your interest in the position of Chief Constable of the Police Service of Northern Ireland (PSNI).

The Board is seeking to appoint a Chief Constable with exceptional leadership skills and experience for this crucial position. This role is high profile, demanding and often fast paced.

From the outset a key priority will be agreeing and implementing an operating model for policing to maximise the available policing resources to their best effect. Opportunities for further modernisation and rationalisation will also need to be considered, while continuing to build trust and confidence within the Service and the wider community.

The future Chief Constable of PSNI will have the requisite strategic thinking and ability to develop and deliver organisational and operational plans in the short, medium and longer term with the support of the Service Executive Team, and with relevant partners, agencies and stakeholders.

Whilst recognising demands on policing are changing and the model of delivery must also adapt, the requirement for progressive and continued community engagement through local policing teams must be the cornerstone in any new plans as this style of policing remains key to dealing with crime, criminality and the severe threat that still exists.

The future trust and confidence in policing will be influenced by the style of leadership you bring to the PSNI. Being the Chief Constable of the PSNI is regarded as one of the most fulfilling national policing leadership roles.

This candidate information pack provides information on the Chief Constable role along with the competencies and values that will be assessed during the selection process.

If you think you have the experience, commitment, and capability to lead the PSNI, I hope you will apply.

DEIRDRE TONER

CHAIR

NORTHERN IRELAND POLICING BOARD





2. MAKING THE MOVE TO THE POLICE SERVICE OF NORTHERN IRELAND

Living and working in Northern Ireland has many attractions.

Northern Ireland is a dynamic, vibrant and forward-thinking region committed to promoting economic prosperity, cultural development and international growth and engagement. We have a population of approximately 1.9 million and are around 14,130 km² in size, comprising urban and rural communities.

House prices remain well below other UK locations representing excellent value for money. The latest price index is reported quarterly by Land and Property Services at [finance-ni.gov.uk website](https://www.finance-ni.gov.uk).

We also have an excellent range of schools and colleges, catering for all abilities and interests. Northern Ireland school exam results are consistently well above the UK national average and offer young people an exceptional academic start.

We have three airports that offer regular direct flights and connections to UK, Europe and the US making travel easy, as well as five commercial ports. Internally there are good road, rail and bus services. City, coast or countryside, nowhere is much more than an hour away.

Northern Ireland also has reputation as a global leader in the fields of peace, security and conflict resolution. In addition the continued rise in inward investment from major global players in a range of commercial enterprises and in the film industry has dramatically raised opportunities and the wider economic profile of the region. Our hospitality, arts and culture are also world renowned, not to mention our dramatic coastlines, landmarks and mountains. Northern Ireland is widely regarded as a great place to visit, work, study, and invest.

Practical help and support with relocation is available and our removal and relocation package assists with many of the costs associated with making the move to Northern Ireland.

[Read the Removal and Relocation Policy here.](#)

For more information on moving to Northern Ireland you might find this website useful: www.niconnections.com/opportunity/moving-northern-ireland-guide





3. THE POLICE SERVICE OF NORTHERN IRELAND PROFILE AND KEY STRATEGIC CHALLENGES

The Police Service of Northern Ireland was formally established on 4 November 2001 and is responsible for delivery of policing services in Northern Ireland. It has a wide range of statutory responsibilities (**Police (NI) Act 2000**) and legal obligations to fulfil and serves a diverse population of approximately 1.9 million people, with circa 9,000 police officers and staff supported by a budget of circa £816 million.

The Police Service of Northern Ireland is an organisation that cares and listens to the wider community, its staff and partners, and the Chief Constable is accountable to the Northern Ireland Policing Board which is the main accountability body for Policing in Northern Ireland responsible for efficient and effective police performance across all communities.

Working together with the community and other partner organisations, the Police Service of Northern Ireland is at the heart of delivering a Policing Service that is visible, accessible, responsive and community focused, using a neighbourhood policing model.

Policing needs to continually evolve and adapt to meet the needs of Northern Ireland's diverse communities. The population is also increasing and getting older and is expected to grow to 1.95 million over the next decade, with a significant proportion of this being due to migration.

Additionally, Northern Ireland is projected to have the largest increase in pension age population across the UK and the largest decrease in the population of children. This will result in a more diverse society with changes in demographic make-up, language, and culture. At the same time Northern Ireland is also navigating the challenges for policing following the UK's exit from the European Union.

The Police Service of Northern Ireland has progressed significantly since its inception in 2001, and while much has been achieved, there is much still to do to meet the challenges of the future. A clear direction for the next phase of the journey has been outlined in the Policing Plan 2020-2025 and in the Police Service of Northern Ireland Horizon 2025 Service Modernisation Plan but there is an opportunity for the new Chief Constable to shape future plans along with the operational models required to ensure the policing plan is delivered and the operational priorities met.

We operate under a severe terrorist threat and there are significant levels of organised and serious crime, requiring a continuous effort to keep people safe.

Operational policing performance is strong, with Northern Ireland one of the lowest regions for recorded crime, and PSNI are delivering crime outcome rates for victims that are amongst the highest nationally. Successive surveys indicate high levels of confidence in operational policing.

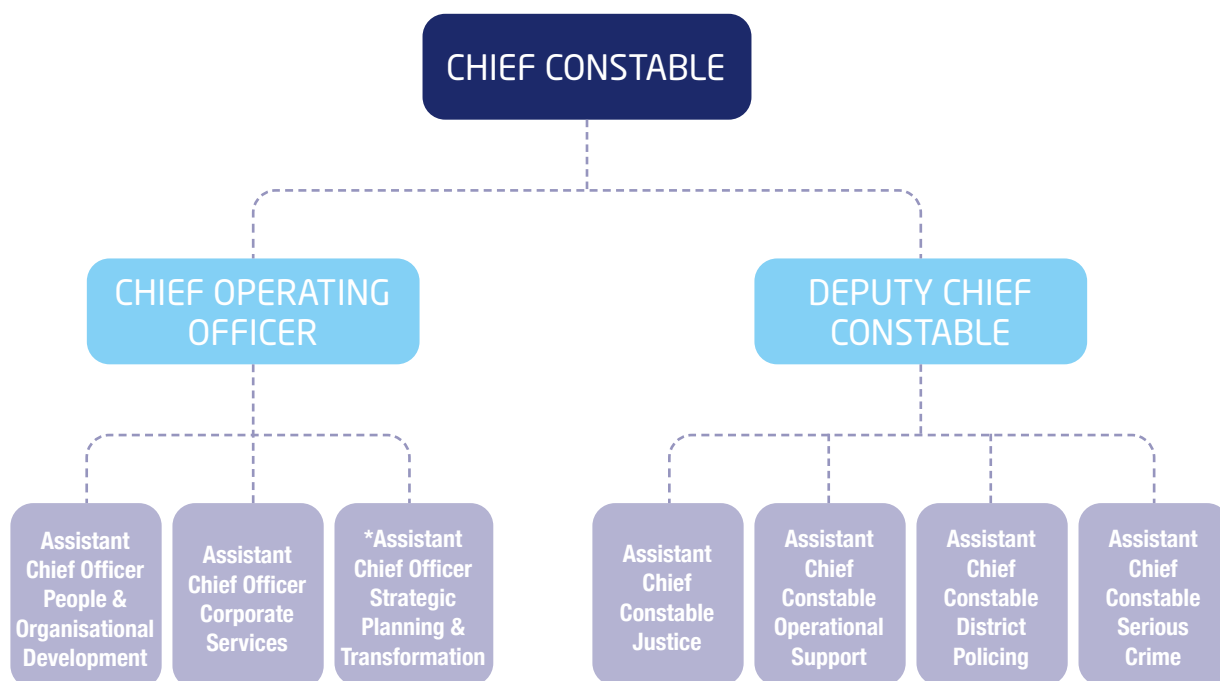


THE POLICE SERVICE OF NORTHERN IRELAND: SERVICE EXECUTIVE TEAM STRUCTURE

The Police Service of Northern Ireland is focused on being a modern service that is equipped to respond effectively to the rapidly changing nature of crime and to the expectations of the communities it serves.

As part of its modernisation agenda the Board and the Police Service of Northern Ireland completed a review of the Service Executive Team (SET) structure in 2019, which led to a new structure designed to meet operational challenges and to lead transformational change to policing over the next five years.

The SET structure is outlined below:



* Temporary for 3 years with possibility of two further 1 year extensions





4. CHIEF CONSTABLE JOB DESCRIPTION

ROLE TITLE:

CHIEF CONSTABLE - POLICE SERVICE OF NORTHERN IRELAND (PSNI)

ACCOUNTABLE TO:

NORTHERN IRELAND POLICING BOARD (THE BOARD)

ROLE SUMMARY:

The Chief Constable is the principal policing professional in Northern Ireland leading a police service with circa 9,000 police officers and staff and a budget of circa £816 million.

The Chief Constable has overall responsibility for leading the Service, creating a vision, setting direction and establishing a culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, as well as major and critical incidents.

As the Accounting Officer, 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 the governance of the Service.





KEY ACCOUNTABILITIES

Serving the Public by Policing with the Community

- Set and ensure the implementation of organisational and operational strategy for the Service, having due regard to the Policing Plan and Strategic Policing Priorities and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Be a visible leader who inspires public confidence and promotes confidence in the wider policing community.

Leading the Workforce

- Lead the Service, 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 a cohesive, confident Service Executive Team (SET); setting and role modelling approaches to an organisational culture that promotes well-being, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the PSNI's vision and goals.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.

Professionalism and Accountability

- Develop and sustain a mutually productive strategic relationship with the Board.
- Fulfil all statutory and legal obligations as the PSNI's Accounting Officer.
- Hold accountability for the PSNI's financial management and determine functional budgets within the agreed framework as issued by the Board, to ensure the effective use of public funds and maximise value for money.
- 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 Service'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.
- Develop and maintain governance arrangements and processes within the PSNI, to ensure effective, rights based decision making and appropriate action at all levels of the organisation.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Advise national bodies such as COBRA 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.



Leading Strategic Change

- Continually adapt the organisational structure and allocation of resources within PSNI to best meet current and future policing challenges with a particular emphasis on neighbourhood 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.

Respect for Diversity and Inclusion

- Champion equality of opportunity, diversity, inclusion, human rights and fair treatment both internally and externally, promoting the delivery of excellence and fairness for all.

Working with Others

- Develop and maintain relationships with key strategic partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the PSNI's goals and objectives.
- Represent the PSNI at a local, national and international level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.





5. CHIEF CONSTABLE PERSON SPECIFICATION

ROLE TITLE:

CHIEF CONSTABLE, POLICE SERVICE OF NORTHERN IRELAND (PSNI)

SALARY:

£219,894 (PLUS BENEFITS)

APPOINTMENT:

The appointment will be subject to Ministerial approval.

ESSENTIAL CRITERIA:

Applicants are required to meet the following essential criteria:

- Successful completion of the Strategic Command Course (SCC) or its equivalent and;
- A minimum of two years' service at Assistant Chief Constable grade or equivalent¹

TERM:

This is a fixed term appointment for five years within the provisions of the Police Service of Northern Ireland Regulations 2005. There is provision for this to be extended by agreement between the post holder and the Policing Board for a further term of a maximum of three years and for subsequent terms each of a maximum of one year. Any extension or subsequent extension which is due to expire more than one year after the expiry of the original fixed term shall require the consent of the Department of Justice.

LOCATION:

The majority of work will be carried out from the PSNI Headquarters, Brooklyn, 65 Knock Road, Belfast BT5 6LE. However, the nature of the work will also require travel throughout Northern Ireland and across the UK.



¹ Temporary appointments to ACC grade or equivalent will count as part of a candidate's relevant service for the purposes of fulfilling this essential criteria. However less formal 'acting' ACC roles will not be considered part of a candidate's relevant experience for the purposes of fulfilling this essential criteria.



OTHER TRAINING AND KNOWLEDGE / EXPERIENCE REQUIRED:

- Have completed or prepared to undertake Authorising Officer Training.
- Evidence of wide ranging operational law enforcement experience including experience at a senior leadership level.
- Track record of overseeing successful large scale, complex organisational development, change and innovation within challenging financial circumstances.
- 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.
- A commitment to diversity and a track record of promoting equality, inclusion and well-being.

SKILLS:

- A leadership style which combines strategic thinking and sound judgement with a high level of emotional intelligence.
- Highly skilled in the development of ambitious vision and strategy aligned to operational realities and wider plans / goals that engage officers and staff, builds teams, promotes professional development, and increases well-being and pride in the service.
- A passion, commitment and ability to inspire, engage and motivate others and to model values, ethics and behaviours to which officers and staff will look up to and follow/emulate.
- Well-developed ability to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Ability to operate with high levels of commercial and business acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Able to operate with high levels of political astuteness whilst demonstrating an understanding of the internal and external political landscape of Northern Ireland.
- Highly effective communication and influencing skills 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.
- Ability to work under high levels of public scrutiny and accountability and to engage effectively with the Board, the Department of Justice, policy-makers, the media and the public in a range of settings.
- 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 service delivery and / or cost.

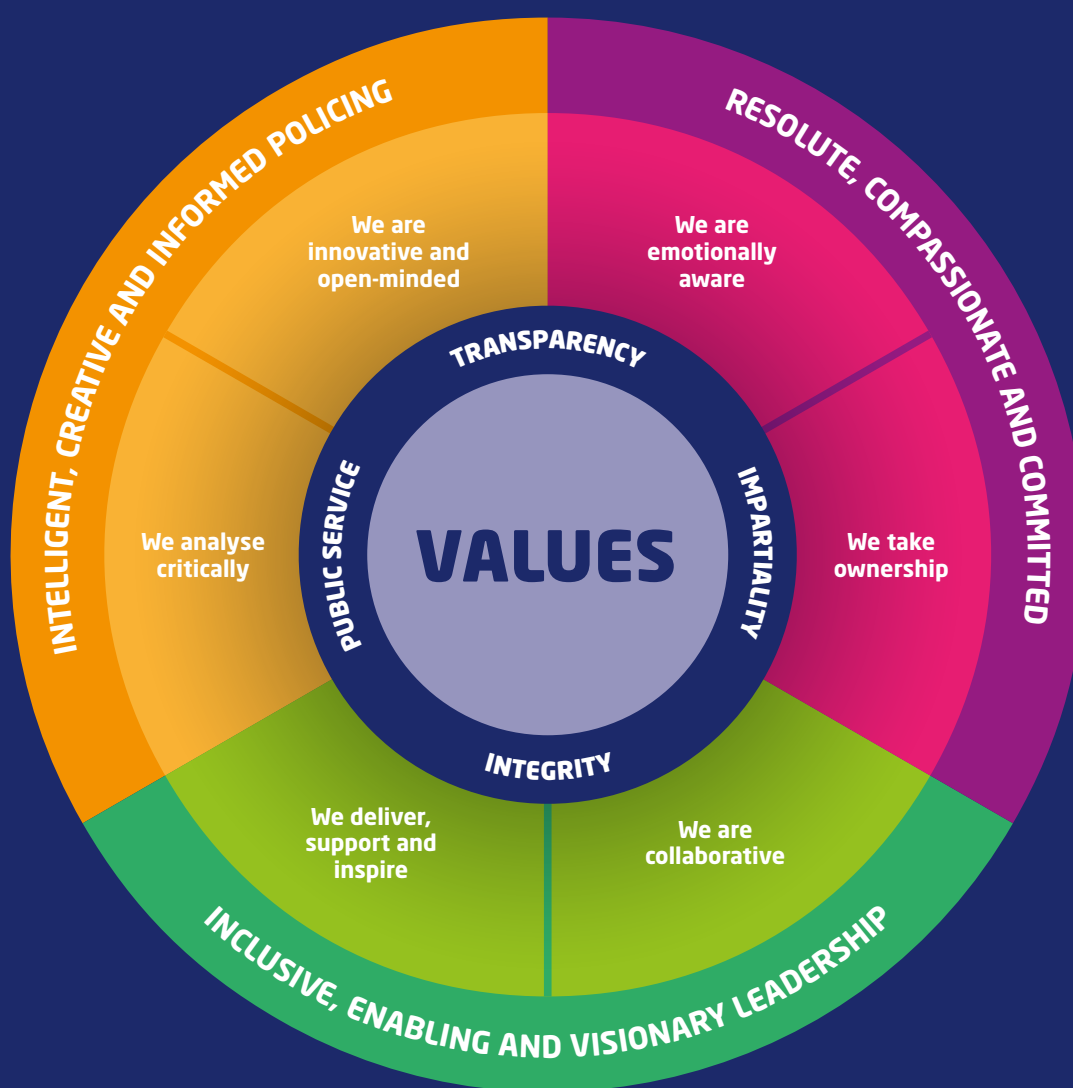


COMPETENCIES & VALUES:

The Northern Ireland Policing Board (the Board) expects the successful candidate to embody and act in line with the values and the competencies set down in the College of Policing competencies and values framework for Chief Officers. For the purposes of this particular role the competencies will be assessed during the selection process at level 3 – senior manager/executive level.

Candidates are also expected to provide demonstrable evidence that they act in line with the policing principles and standards set out in the Police Service of Northern Ireland Code of Ethics with a particular emphasis on the principles of equality and integrity for the purposes of the selection process.

The College of Policing Competency and Values Framework can be found here.





6. APPLICATION, SELECTION PROCESS AND TIMELINE

APPLICATION DOCUMENTATION

Candidates are strongly advised to read all the sections of this document and other information available on the Board's [Chief Constable Recruitment](#) webpage before completing and submitting their application.

Candidates are expected to return a completed **application form** and an **equality and diversity monitoring form**. The application form is designed to provide a standardised format for collecting information from all applicants for the Chief Constable role. The Equality & Diversity Monitoring Form collects information used for Equality monitoring purposes only which is a legal requirement in Northern Ireland. Information provided will be treated in the strictest confidence. This information will play no part in the selection decision and the form will be detached from your application form upon receipt.

Candidates are also required to submit with their application **copies of their 2 most recent performance appraisals**.

All the information needed to prepare and to submit your application can be accessed and downloaded from the Board's [Chief Constable Recruitment](#) webpage.

All documents should be returned in electronic format to:

Joanne Kane, Director, Headstogether Consulting Ltd via email address
joanne@headstogether.com

All the documentation must be received no later than **12 noon on Monday 16th October 2023**.

FAMILIARISATION DAY

To help applicants learn more about the role the Board will host a familiarisation day at the Board's office on a date to be confirmed. Whilst this is not a formal part of the selection process, applicants are encouraged to attend if possible.

If you are interested in attending the familiarisation day please contact Joanne Kane in the first instance to make the necessary arrangements (contact details above).

FAMILIARISATION DAY EXPENSES

The Board will pay reasonable expenses of applicants who wish to attend the familiarisation day upon the provision of valid receipts.



APPOINTMENT PANEL

All the information submitted by applicants will be considered by the Appointment Panel (the Panel) which will be chaired by **Deirdre Toner**, Chair of the Board and will include:

- **Joanne Bunting** – Political Member
- **Gerry Kelly** – Political Member
- **Nuala McAllister** – Political Member
- **Mukesh Sharma** – Independent Member

The Panel will undertake the shortlisting assessment against the essential criteria as detailed in the Person Specification. Shortlisting will take place during w/c 16th October 2023.

Each candidate will be notified no later than close of play on Friday 20th October 2023 of the shortlisting outcome and next steps as appropriate (see sections below).

IN ADVANCE OF THE ASSESSMENT DAY

In advance of the assessment day shortlisted candidates will be required to complete an online personality questionnaire and to undertake a one-to-one interview with an Occupational Psychologist. Shortlisted candidates will be contacted and sent details about how to access and complete the online personality questionnaire and arrangements for the interview with the occupational psychologist as appropriate.

In advance of the assessment day shortlisted candidates will also be required to prepare a presentation on a topic advised at the time that shortlisting decisions are issued.

ASSESSMENT DAY

Shortlisted candidates will be invited to attend a selection process to take place during w/c 6th November 2023 at the Board's offices.

The assessment day will contain 3 components: delivery of the pre advised presentation followed by a question and answer session on the presentation; a briefing exercise, further details of which will be advised on the day; and a competency and values based interview.

The Panel will be as outlined above. An external Policing Advisor will also be present throughout the selection process to provide professional policing advice to the Panel on how well a candidate's responses fit within operational areas covered. The Policing Advisor will not be involved in the decision making or scoring.





DATES TO REMEMBER

Date	September 2023
25th	Advertisement launch and applications open.
Date	October 2023
16th	Applications close (12:00 noon).
w/c 16th	Shortlisting takes place.
TBC	Familiarisation day takes place.
w/c 16th	Applicants will be notified of the shortlisting outcome. Shortlisted candidates will be sent further details in order to access the online psychometric testing and they will be provided with further details of the presentation topic to be prepared in advance.
w/c 16th- w/c 23rd	Shortlisted candidates will be required to complete an online personality questionnaire and to undertake an interview with an Occupational Psychologist.
30th	Candidates will be required to submit their presentation on a pre advised topic to Joanne Kane of Headstogether Consulting Ltd.
Date	November 2023
w/c 6th	Selection process takes place – presentation, briefing exercise & interview.

ASSESSMENT DAY EXPENSES

The Board will pay reasonable expenses for candidates invited to participate in the selection process upon the provision of valid receipts.



7. TERMS & CONDITIONS OF APPOINTMENT

TERMS OF APPOINTMENT

The appointment will be subject to Ministerial approval in accordance with section 35(1) of the Police (Northern Ireland) Act 2000, and in accordance with the Police Service of Northern Ireland Regulations 2005 and associated determinations.

The appointment will be for an initial term of five years fixed term. There are provisions for this to be extended by agreement between the post holder and the Policing Board for a further term of a maximum of three years and for subsequent terms each of a maximum of one year. Any extension or subsequent extension which is due to expire more than one year after the expiry of the original fixed term shall require the consent of the Department of Justice.

TERMINATION

Termination of appointment is subject to three calendar months' notice in writing from either party.

MEDICAL EXAMINATION

The successful candidate will be required to undertake a medical examination and certified medically fit before taking up appointment.

SECURITY CLEARANCE

The successful applicant will be appointed subject to holding or obtaining security clearance at Developed Vetting (DV) level. In addition, the successful candidate will undergo the process to achieve enhanced Developed Vetting as part of the appointment process.

RESIDENCE

The Board envisages that the successful candidate will reside in Northern Ireland throughout the period of their appointment as Chief Constable.

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 Board.

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 the PSNI and meeting statutory and operational requirements, often at short notice, which may require working additional hours. There is a requirement to be contactable 24 hours per day when not on leave or in the absence of a designated deputy. The role will require evening and weekend working, including attending meetings and events during these times.



PENSION

The post holder will be eligible for membership of the Police Pension Scheme.

REMOVAL AND RELOCATION EXPENSES

A generous removal and relocation package will be available to the successful candidate should they be required to move house as a result of this appointment. This can be viewed here: [Removal and Relocation Policy](#).

HOLIDAY

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

TELEPHONES, IT AND OTHER EQUIPMENT

Mobile telephone and other necessary IT equipment will be made available.

DISCLOSURE OF RELATIONSHIPS

Canvassing members of the Board or the Appointment Panel, either directly or indirectly, will lead to disqualification from the selection and assessment process. Applicants must disclose in advance any relationship to a member of the Appointment Panel and any other potential conflict of interest at the outset of the process. Failure to disclose this information will result in disqualification from the process/ and or termination of employment if already offered.





8. USEFUL INFORMATION

We have set out below links to some information which candidates may find useful. This list is not designed to be exhaustive:

KEY DOCUMENTS

- [Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2023/24](#)
- [Police Service of Northern Ireland Code of Ethics](#)
- [Police \(Northern Ireland\) Act 2000](#)
- [PSNI Strategies](#)

USEFUL WEBSITE LINKS

- [Northern Ireland Policing Board](#)
- [Police Service of Northern Ireland](#)
- [Policing and Community Safety Partnerships](#)
- [Department of Justice](#)
- [Police Ombudsman for Northern Ireland](#)

QUERIES

Any questions in relation to the Chief Constable role, selection process or the familiarisation day should be directed in the first instance to:

Joanne Kane, Director of Headstogether Consulting Ltd
(email joanne@headstogether.com or telephone 07785 995698).



Northern Ireland Policing Board

James House, Block D
2 - 4 Cromac Avenue
The Gasworks
Belfast BT7 2JA



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Northernirelandpolicingboard