



POLICE



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**CHIEF
CONSTABLE**
POLICE SERVICE OF NORTHERN IRELAND
JOB DESCRIPTION
2019

ROLE TITLE:	Chief Constable – Police Service of Northern Ireland (PSNI)
ACCOUNTABLE TO:	Northern Ireland Policing Board (the Board)
ROLE SUMMARY:	<p>The Chief Constable is the principal policing professional in Northern Ireland leading a police service with more than 9,200 police officers and staff and a budget of over £800 million.</p> <p>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.</p> <p>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.</p> <p>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 Service's governance.</p>

Key Accountabilities

- Set and ensure the implementation of organisational and operational strategy for the Service, having due regard to the Policing 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 a mutually productive strategic relationship with the Board, whilst fulfilling all statutory and legal obligations as the Accounting Officer.
- Develop and maintain governance arrangements and processes within the PSNI, to ensure effective decision making and appropriate action at all levels of the organisation.
- 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 the 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.
- 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 spending and maximise value for money.
- 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.
- 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.

- Champion equality of opportunity, diversity, inclusion, human rights and fair treatment both internally and externally, promoting the delivery of excellence and fairness for all.
- 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.
- 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.
- 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.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.

Education, Qualifications, Experience & Skills

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- Successfully completed the Strategic Command Course (SCC) or its equivalent.
- Held the rank of ACC / Commander or a more senior rank in a UK Police Service / Force (or equivalent in An Garda Síochána).
- Authorising Officer Training.
- Wide ranging operational law enforcement experience.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at executive leadership level.
- Experience of accountability for management of significant budgets.
- Track record of implementing successful large scale complex organisational development, change and innovation within challenging financial circumstances.
- Experience of implementing an effective performance management framework.
- 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.

- A leadership style which combines strategic thinking and sound judgement with a high level of Emotional Intelligence.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.
- Excellent leadership and management skills, a commitment to diversity and a track record of promoting equality, inclusion and well-being.
- Ongoing commitment to own Continuing Professional Development (CPD).

Skills:

- Highly skilled in the development of ambitious vision and strategy aligned to operational realities and wider plans / goals that engages the 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 that officers and staff will look up to and follow.
- 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 create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.
- 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, 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.

Continuing Professional Development (CPD)

The Board expects the postholder to maintain their CPD in three main areas (these are only some examples and it is not an exhaustive list):

Personal Skills

- Role model CPD and lead by example by sharing learning and reflections to support the professionalisation of the service.
- Maintain knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context.
- Attend bi-annual National Chief Constable CPD events.
- Participate in coaching and / or mentoring opportunities for self and others to use and share the learning to inform own and others' approach to leadership, management and policing.

Business Skills

- Maintain commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local, regional and national level.
- Maintain knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally.
- Contribute to evidence based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing.
- Build and participate in peer networks and action learning sets to enable approaches to joint problem solving, share learning locally, regionally and nationally to support business process modernisation, efficiency and continuous improvement.

Professional Skills

- Maintain knowledge of College of Policing Guidance, best practice and national and local initiatives and policies applicable to the strategic policing context.
- Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of political, economic, social, technological, legal and environmental factors and developments to inform strategic policing plans and enable an efficient and effective approach to policing and ensure the force is able to tackle new and evolving crime, threats and priorities.
- Work with policing agencies and bodies, such as Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), National Crime Agency (NCA) and the College of Policing; and participate in and contribute to serious case reviews and Police Ombudsman for Northern Ireland (PONI) / Independent Office for Police Conduct (IOPC) investigations to ensure the Service meets and maintains professional standards.
- Complete all annual and mandatory training to retain occupational and operational accreditation.



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