ASSISTANT CHIEF CONSTABLE

Appointment Brief
June 2020
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A MESSAGE FROM THE CHIEF CONSTABLE

Assistant Chief Constable – (Transfer or on Promotion)

Thank you for your interest in the role of Assistant Chief Constable with West Midlands Police.

Here at West Midlands Police, we have delivered a significant amount of innovative change during the past five years and enhanced capabilities continue to be rolled out.

The next stage of our journey will be to build on these foundations to make the most of investments made, whilst continuously seeking new ways to improve the service we deliver to prevent crime and protect the public.

Sustaining a healthy, capable and engaged workforce as well as creating an inclusive environment for all is a key priority for us. We will continue to ensure the workforce is representative of the people we serve to build trust, confidence and strengthen communities.

You will play a key role in Coventry City of Culture in 2021 and the Commonwealth Games in Birmingham in 2022. Becoming games ready is now a key milestone for us as we shift our focus from 2020 to 2022.

We are looking for two Assistant Chief Constables who feel engaged by our vision and values and have:

- A passion for people - colleagues and communities
- A desire to lead and shape the future direction of the second largest force in the UK
- An appetite to work in a challenging and complex organisation

We would like to invite you to apply for the role of ACC at West Midlands Police and to join us for a Discovery Day.

Applicants must have successfully completed the National Strategic Command Course.

To find out more about this exciting opportunity, contact Emma Smuts-Muller, Chief of Staff on 07775 012 307.

Dave Thompson
Chief Constable
West Midlands Police is made up of

<table>
<thead>
<tr>
<th>Officers</th>
<th>6,440</th>
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<tr>
<td>Police Staff</td>
<td>3,524</td>
</tr>
<tr>
<td>PCSOs</td>
<td>475</td>
</tr>
<tr>
<td>Special Constables</td>
<td>219</td>
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The West Midlands is an incredibly diverse region, housing a large array of cultures, nationalities and religions. With this level of diversity, comes complexity and challenges.

The force includes high levels of deprivation, low educational attainment levels, high concentrations of BAME communities and the largest percentage of population under 25 of any UK county. This high level of vulnerability results in higher policing demand.

In response to the factors described, the force has been highly innovative in the development and use of technology, has made fundamental changes to focus resources against the greatest areas of threat and has developed creative means by which to engage and involve the communities of the West Midlands.

Over the next 12 months the force will continue to embed its new and enhanced capability, with an emphasis on building on our extensive new technology platform to ensure a return on the considerable investment we have made.

At the same time we will also continue to work closely with our partners to help showcase the best of policing with the opportunities presented by Coventry City of Culture 2021 and the Commonwealth Games in 2022, all of which will require significant resource, capabilities and investment.
Our vision remains front and centre, delivered with renewed focus on our behaviours

- During the past five years, WMP has led on one of the largest transformational change programmes in UK policing, delivering up to 40 projects which has fundamentally changed the way in which the force works.

- While there are key parts of the programme still to be delivered, the new three year strategy - ‘This Work Matters’ will build on the foundations of WMP2020, to deliver on the promise of investments made and to maximise the benefits.

- The force’s vision and values remain front and centre and with a renewed focus on behaviours, collectively form our new five strategic priorities.

Collectively, this becomes our force culture.

CONNECT to…
Build trust, confidence and strengthen communities.

ACT to…
Intervention to make the public safer.

IMPROVE to…
Continually search for new and better ways of working.

NURTURE to…
Sustain a healthy, capable and engaged workforce.

COLLABORATE to…
Tackle the most complex demand and vulnerability at the earliest opportunity.
Our values define who we are and how we work with each other and as a Force. They are more than simply words. They are principles of behaviour we strive to uphold and encourage in others in our working lives.

**I PREVENT CRIME**
- I work in partnership to create safer communities
- I am creative and think of new approaches

**I AM COURAGEOUS AND FAIR**
- I stand up for the right things
- I can challenge unreasonable and discriminatory behaviour
- I make the right decisions, however tough they are
- I want to work in a diverse team

**I AM PROUD OF WHAT I DO**
- I am a strong performer and colleagues can rely on me
- I inspire others with my passion for policing
- I challenge and address poor service
- I deliver a service my family would be proud of

**I OFFER FRIENDSHIP AND SERVICE**
- I care about the people I serve
- I am honest and I earn people’s trust
- I show friendship by helping the public, partners and colleagues – particularly those who may not realise they need our help

**I LISTEN AND LEARN**
- I accept and admit when I am wrong
- I learn lessons
- I challenge and address poor service
- I let the public see how we work because I welcome openness
WMP ORGANISATION STRUCTURE

Executive Team

Heads of Department

Neighbourhood Policing Team
ROLE TITLE: Assistant Chief Constable

GRADE: Chief Officer

SALARY: £103,023 to £116,313 pa with annual pay awards (where awarded nationally)

FUNCTION: Force Executive Team

REPORTING TO: Chief Constable.

LOCATIONS: Lloyd House Police Headquarters, Birmingham (with travel across West Midlands as required).

ROLE PURPOSE:

- To provide effective and high profile leadership in the development and implementation of strategies to further the policing of the West Midlands.
- To support the Chief Constable in directing and controlling the Force to provide an effective and visible police service to the people of the West Midlands.
- To develop and implement performance standards linked to designated functional areas.

RESPONSIBILITIES:

- Working with the Chief Constable, Executive Team and Police and Crime Commissioner to develop and implement strategies to further the policing of the West Midlands.
- To participate in the strategic management of West Midlands Police as a member of the Executive Team.
- To discharge a designated portfolio of strategies and operational responsibilities.
- The command of operational matters within the West Midlands Policing area. Performing on call responsibilities with other Chief Officers. This will include the deployment of firearms, specialist equipment and tactics.
- To drive forward the force’s diversity and inclusion strategy and embed in the priorities in relation to the diversity and inclusion strategy.
- Representing the Force locally and nationally when required.
- Understanding and influencing the external and internal environments affecting the policing of the West Midlands.
- To work corporately with other Chief Officers to formulate strategies, policies, practices and procedures to ensure the effective delivery of quality services furthering the policing of West Midlands Police.
- To undertake such other duties and responsibilities appropriate to the role of Assistant Chief Constable as may be determined by the Chief Constable.
TERMS AND CONDITIONS

01

KEY PERFORMANCE MEASURES:

- Financial performance against budget, Return on Investment.
- Operational, Service Level Agreements, Local Agreements, Key Performance Indicators.
- Customer Service/Satisfaction/Quality.
- People/Engagement Survey/Retention/Succession.
- Performance against Diversity and Inclusion Strategy.

02

KNOWLEDGE AND EXPERIENCE:

- Commitment to the community and customer focus at senior leadership level.
- Contemporary policing issues and techniques.
- Strategic performance management.
- Driving and implementing change.
- Operational police command.
- Strong internal and external leadership, in particular effective communication and successful engagement in partnerships, in the public, private and voluntary service.
- Evidence of continuing professional personal development.
- Experience of developing and implementing effective policing plans.
- Financial management and financial awareness.

03

PERSONAL QUALITIES:

- The Competency and Values Framework (CVF) aims to support all policing professionals, now and into the future. It sets out nationally recognised behaviours and values:
PERSONAL QUALITIES:
The appointment will be made subject to satisfactory references, medical and vetting clearances.

OTHER BENEFITS:
- Agile working in a modern technology enabled working environment.
- Employee Assistance Programme.
- Employee benefits programme.
- Onsite Occupational Health facilities.
- Access to WMP Clubs & associations.
- Travel discounts.
- Childcare vouchers.
- Cycle to work scheme.

TERMS AND CONDITIONS

TENURE:
This is a full time permanent position.

SALARY:
£103,023 to £116,313 with annual pay awards plus yearly increments.

LEAVE:
The annual leave entitlement is 280 hours per annum plus bank holidays.

FORCE PURCHASED VEHICLE:
Car allocated as per current chief officer scheme.

RELOCATION EXPENSES:
Relocation package as per national police guidelines.

STAFF APPRAISAL AND DEVELOPMENT:
The Force is committed to supporting high performance and personal development.
KEY DATES:

Closing date for applications: 22/06/2020
Online psychometric assessments: W/C 22/06/2020
Stakeholder Panel interviews: 08/07/2020
Interview and Presentation: 09/07/2020

HOW TO APPLY:

To apply please complete an application form available on our website. If you have any queries on any aspect of the appointment, wish to take part in the Familiarisation day or have an informal discussion, please contact:

Emma Smuts-Muller | Chief of Staff
Force Executive Team | West Midlands Police
T: 101 extension 801 6014 | M: 07775 012 307