



Appendix C

Policing Professional Role Profile

Chief Constable

Role Purpose

To lead policing in South Wales and to work with the Commissioner to set the direction for South Wales Police and to create a vision in which officers, staff and the public have confidence. Responsible for contributing to national policing by providing an effective and efficient policing service and in doing so fulfil all statutory and legal obligations of the office of Chief Constable.

Primary Accountabilities

- To set the organisational and operational strategy through which South Wales Police will deliver the requirements of the Police and Crime Plan which in South Wales is a joint endeavour between the Commissioner and Chief Constable.
- To have regard to the Strategic Policing Requirement when exercising and planning policing functions in respect of the Force's national and international policing responsibilities.
- To provide effective leadership of the organisation, communicating a clear direction and setting the values, co-operative ethos, tone and standards for the organisation.
- To lead the Executive Team, ensuring they are developed and motivated to deliver the best possible policing service in line with the Police and Crime Plan and the terms of the Manual of Governance.
- To lead professional development within the organisation, creating a culture where all staff are empowered and motivated to perform to their full potential and achieve organisational goals.
- To have overall responsibility for the day to day financial management of the force within the framework of the agreed budget as issued by the Police and Crime Commissioner.
- To lead organisational development and change, to ensure enhanced productivity, value for money and continuous improvement, making efficient use of resources.
- To recognise the primary accountabilities in law to the Police and Crime Commissioner and to provide professional policing advice to the Police and Crime Commissioner whilst protecting the principle of operational independence.
- To develop and maintain effective relationships with local, regional and national partners, understanding the broader operating context of the Police Service.
- To represent the organisation at local, regional and national level, developing public confidence in policing.
- To play an active role in decision making on national standards and common approaches as part of Chief Constables' Council to develop the Police Service further in protecting the public from the most serious and strategic threats.
- To maintain operational oversight of the policing response to critical incidents through an understanding of the strategic issues that surround operational policing.
- To appropriately discharge all operational, financial and employment duties of a Chief Constable.
- To set and personally promote high standards of professional conduct and champion the Code of Ethics in the organisation's working practice and in the delivery of policing

Appendix C

services.

Behaviours

Applicants are required to demonstrate their leadership qualities, operational/technical policing knowledge and understanding of standards of behaviour required for high office as well as demonstrating appropriate levels of education, qualifications and experience.

Applicants may find it useful to have regard to the Competency and Values Framework for Policing but this should not be regarded as a straitjacket. Applicants should show how they will demonstrate the following in their leadership role.....

- Being resolute, compassionate and committed
- Taking an analytic, evidence-based approach
- Developing intelligent, creative and informed policing
- Promoting individual initiative and responsibility at every level
- Promoting co-operation and collaboration with partners
- Being innovative, open-minded and informed by “what works”
- Being emotionally aware
- Taking ownership, delivering, supporting and inspiring
- Providing inclusive, enabling and visionary leadership

Education, Qualifications and Experience

- Successful completion of Strategic Command Course
- Have held rank above ACC/Commander in a UK Police Force (or have held one of the designated roles in if appointed from overseas)
- Appropriate Educational Qualification
- Wide ranging operational policing experience (Gold)
- Authorising Officer Training
- A demonstrable track record of exceptional experience of working at a strategic level, including the operational command of police officers at senior leadership level
- Experience of working with and successful engagement in partnerships in the public, private and voluntary sectors
- Experience of implementing an effective performance management framework
- Experience of overseeing change and organisational development