

# Lee Jones

## Personal Profile

I am a highly motivated and enthusiastic individual who takes pride in establishing excellent working relationships with colleagues and external agencies, having led on a number of partnership and collaboration projects with over 20 years experience of leadership within the public sector. Experienced in managing both front line services and developing corporate strategy, leading small and large teams, with experience of regular performance management, challenging poor performance, priority setting and public scrutiny, including leading on behalf of a local authority to a public enquiry and numerous audit inspections. Experienced investigator and taking statutory/regulatory responsibility for organisations.

## Experience

### Assistant Police and Crime Commissioner, South Wales Police

September 2016 – present

Police Headquarters, Cowbridge Road, Bridgend, CF31 3SU

Ensuring the effective delivery of the priorities identified in the Police and Crime Commissioners Plan 2016-2021. Assist the Commissioner in liaising with the Chief Constable and his senior staff including liaison with organisations and individuals at local, regional and national levels. The role includes briefing Ministers, Members of Parliament, Assembly Members, Councilors, government officials, Public Service Boards and other voluntary, health, and criminal justice partners on the Commissioner's priorities. Building public confidence by actively engaging with different communities agencies and strategic stakeholders, developing partnerships and ensuring that people can engage with the police at all levels, recently creating and chairing a Police accountability and legitimacy group, to test and scrutinise police activity such as stop and search, and response to inspectorate reports. Responsible for leading a team of subject specialist managers and support staff. Creating a clear strategic plan to deliver performance and ensure the priorities of the Commissioner is achieved. Co-chair the force strategic bronze board focusing on the development of all officers and staff to deliver and respond to the demands on modern policing at a time of considerable change. Also development of the oversight of the complaint system within South Wales Police and hear matters relating to forfeiture of pension following serious disciplinary cases. Currently leading a programme of work reviewing a creating a new operating model for the office of the South Wales Police and Crime Commissioner.

### Head of Partnerships, Housing and Transformation

April 2015 – August 2016

Bridgend County Borough Council, Civic Offices, Angel Street, Bridgend, CF31 4WB

Lead and direct the Council's key corporate transformation programme, helping the Council to make best use of its people resources and improve performance through the development of an innovative and sustained business transformation programme. Specifically developing the business case to facilitate the shift of services online. Working directly with Members and Corporate Management Team to embed service transformation in the organisation, to achieve a culture of continuous improvement. The lead on key Council partnerships, including private and third sector partners, and maintaining the authorities links to the regional regulatory service in partnership with two neighbouring local authorities. Working closely with the Council's regulators, partners and stakeholders at a local, regional and national level, responding to bodies such as the Wales Audit Office. Responsible for ensuring that the key corporate priorities for both the local authority and within the Local Service Board are clearly set, well communicated and effectively delivered, overseeing the implementation of changes in line with the Wellbeing of Future Generations Act. A member of the Council's Senior Management Team, responsible for setting and implementation of corporate priorities, key corporate performance measures and playing a key role in the authorities performance and leadership. Taking the corporate lead for Housing, key grant funding streams, partnerships and performance as well as the lead into its shared regulatory services. With a responsibility for approximately 90 staff, along with the key grant funding streams of Communities First, Families First, Supporting People and Community Safety. Including the management of a joint supplies service, with an additional 32 staff and turnover/budget of £6,418,000, sales income £1,417,000.

### Head of Regulatory Services

June 2014 – April 2015

Bridgend County Borough Council, Civic Offices, Angel Street, Bridgend, CF31 4WB

Leadership and management of the Council's Regulatory Services, Registrars and Partnerships team, as well as providing wider management support for the Assistant Chief Executive and the Authority as a whole. Acting as the lead officer in the Authority in all matters relating to trading standards, environmental health, licensing, animal health, public health, registrars and partnerships, with over 65 Staff. Formulating, reviewing and developing corporate strategies and policies that reflect the objectives of the Council, whilst maintain high standards of management and governance, delivering effective services, along with taking a lead responsibility for authority wide initiatives as required. Developing vision and leadership at corporate level, encouraging and supporting innovation in service delivery, leading on the merger of regulatory services with two neighbouring authorities. Working closely with the Council's regulators and partners at a local, regional and national level. Corporate lead of the Council's partnership

arrangements predominately through the local service board, but also representing the authority at numerous partnership forums, receiving a South Wales Police award for partnership working.

**Group Manager Public Protection and Integrated Public Health**

March 2009 – July 2014

Bridgend County Borough Council, Civic Offices, Angel Street, Bridgend, CF31 4WB

Responsibility for strategically managing the work of the Public Protection Department, as well as the integrated public health team. Acting as the lead officer in the Authority in all matters relating to trading standards, environmental health, licensing, animal health and public health. The role requires the ability to inspire, set a positive culture, and provide clear guidance and direction with the setting of clear aims and objectives. Ensuring the most effective use and allocation of resources including around 62 staff. Developing and maintaining a strategic framework to safeguard the health, welfare and safety of those living, visiting or working in the County Borough, based on the concept of health promotion and protection; and to further promote and maintain a fair, safe and equitable trading environment by encouraging good business practice and protecting consumers. To represent the department and authority at a regional and national level, establishing and maintaining relationships with key partners and stakeholders. Representing the authority on the executive of the Directors of Public Protection in Wales, leading on liaison and consultation with Welsh Government, including the First Minister and cabinet members and key partners across a number of agencies public and private, influencing and supporting the development of legislation and policy.

**Service Manager Trading Standards**

November 2008 – March 2009

Bridgend County Borough Council

Managing the Trading Standards, Licensing and Land Charges section, around 40 staff, through a period of re-organisation and considerable change. Responsible for the setting the direction and focus of the team, through business planning, performance management and providing clear leadership and direction. Developing key performance management and structure with improved communication. The development of partnership and collaboration through innovative thinking and motivation of team members. The profile of the department was raised both internally and nationally, reflected in a number of corporate and national awards. The Councils principle advisor on Trading Standards with responsibility for liaison with public private and other statutory bodies, at a local, regional and national level.

**Acting Head of Trading Standards**

March 2008 – November 2008

Bridgend County Borough Council

As above

**Principal Trading Standards Officer**

March 2005 – March 2008

Bridgend County Borough Council

Responsible for the management of the special investigations, fair-trading, animal health and advice teams. Taking over a small team low on morale following a period of considerable change, the appointment of new team members and a re-focus of the work of the section. Leading on complex investigations, as well as managing the teams investigations and inspection programme. Lead officer for large-scale investigations and prosecutions as well as maintaining relationships with key stakeholders such as South Wales Police, to tackle such issues as age restricted sales, intellectual property and internet fraud. This included developing and internet enforcement tool 'Netwise' which received national recognition. Developing team members, and being a mentor and assessor for the professional Trading Standards qualification (DCATS).

**Senior Trading Standards Officer/Lecturer**

April 2003 – March 2005

Cardiff County Council, County Hall, Atlantic Wharf, Cardiff

In the projects and home authority team, with lead responsibility for product safety and intellectual property. As such I represented the Authority on the all Wales safety panel, fair trading panel and coordinated a number of national surveys. Provide advice to local and national companies based in Cardiff. I lectured part time on Trading Standards law, such as Fair Trading and Product Safety at UWIC as part of the BSc Trading Standards degree, also conducting training for the Trading Standards Institute in Wales. I represented the authority advising on regulation for key events held in Cardiff such as rugby, football and concerts held at the millennium stadium and other key venues, to ensure compliance with Trading Standards and public protection legislation along with key partners such as the Police, brand holders and local/national businesses.

**Trading Standards Officer**

January 2000 – April 2003

Cardiff County Council

Qualifying as a Trading Standards Officer, responsible for inspection, advice, education and enforcement relating to the full spectrum of Trading Standards legislation, in particular product safety, intellectual property, food labeling, and consumer credit and fair-trading. Working with local and national companies to audit and advise on the full range of Trading Standards legislation. Training lead for trainee Trading Standards Officers.

**Trainee Trading Standards Officer** January 1997 – January 2000  
Cardiff County Council

**Consumer Protection Officer** April 1996 – January 1997  
Cardiff County Council

**Safer Communities Assistant** June 1994 – April 1996  
South Glamorgan County Council

## Education

**Cardiff University** October 1995 - March 1997

MSc Econ Criminology and Criminal Justice

**Nottingham Trent University** September 1990 - July 1993  
LLB Hons 2ii

**Cardiff High School** September 1982 – July 1990

3 A levels Grades A-C, 10 GCSE's Grades A-D

## Skills

Diploma in Trading Standards January 2000

Diploma in Management (ILM) August 2003

Lead Assessor ISO 22000 March 2004

ILM Leadership and Management Diploma April 2010

Certificate in Change Management February 2011

Prince2 Foundation June 2015

## Achievements

Overall winner of the Bridgend County Council Staff Awards (FACE) 2008

Leading Wales Finalist, Business Leadership in the Community 2009

Excellence Wales Recognition - Netwise Project 2008

South Wales Police Partnership Award winner 2011

South Wales Police Partnership Award winner 2013