

Police Chief Inspector – (Generic)

Service Unit	Command/Service Unit
Team	Various
Responsible to	Police Superintendent/Police Staff equivalent
Scale and Salary Range	£60,234 - £62,634pa
Vetting Status	SC / MV minimum
Politically Restricted	YES
CVF Level	Level 2

Job Purpose

- Chief Inspectors manage large teams of inspectors, sergeants, constables, and police staff. They may be the most senior operational response officer or manage assigned specialist policing functions such as investigations. This role carries specific legal powers in line with inspector rank to enable the maintenance of law and order.
- Chief Inspectors plan, manage and monitor operational policing activity. They effectively and efficiently set the plan for deployment of resources to incidents, including major and/or critical incidents. Chief Inspectors manage and mitigate risk effectively in order ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime.

Principal Duties and Responsibilities

- Plan, manage and monitor complex front line and/or specialist operational policing activity managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
- Lead, motivate and engage large and diverse teams of inspectors, sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.
- Contribute to the setting, monitoring and assessment of team key performance indicators (KPIs) to support the achievement of wider objectives.
- Set, monitor and assess KPIs for individual team members in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals.
- Identify and manage initial responses to major and/or critical incidents in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
- Manage large matrix teams, directing and monitoring workloads in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
- Manage large team budgets, monitor and review expenditure to ensure best use of available resources and value for money.
- Analyse performance data and information against team objectives in order to report against

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performance management measures and inform workforce planning.

- Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans to maximise the safety and wellbeing of officers, staff, and the public.
- Develop and maintain relationships with communities and multi-agency partners to drive collaboration and inform policing priorities and plans.
- Lead the analysis and evaluation of existing processes and practices within area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable continuous improvement in evidence-based policing within teams.
- Act as an upstander to champion the Chief Constable's mission and values of Cleveland Police.
- Support proposed changes within the Force, ensuring commitment to implementation.
- Ensure that Force standards are continuously met by setting up appropriate quality assurance systems, ensuring that those systems operate effectively and making recommendations for improvements as required.
- Give responsibility and authority to others for substantial pieces of work, agreeing with them the targets they need to achieve, advising and supporting them in what they do.
- Undertake all Human Resource Management (HRM) related tasks associated with being a first and/or second line manager.
- Help support the management and development of links with the wider community which Cleveland Police services.

Note

The above list is not exhaustive and other duties commensurate with the rank and general nature of the post may, from time to time, be required. In addition, there may be some variation and/or development of the above duties and responsibilities without changing the general nature of the post.

All officers are to comply with confidentiality laid down in the General Data Protection Regulation (GDPR), the Management of Police Information (MOPI), and the Official Secrets Act (which you will be bound for, for life).

All officers are expected to demonstrate a commitment to the principles of equality of opportunity and fairness of treatment for all within Cleveland Police.

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Person Specification	
Essential knowledge, skills, and experience (E)	Desirable knowledge, skills, and experience (D)
Knowledge and Qualifications	
Have met the necessary local and national promotion requirements for rank of Chief Inspector.	PIP Level 3 (current validation).
The educational requirement for a Chief Inspector has still to be confirmed. Should an educational requirement be agreed, the expectation is that it would be set at Level 7 (Post Graduate). Information will be made available in due course by the College of Policing.	
Experience	
Operational experience at substantive rank of Inspector.	Experience as a Senior Investigating Officer (SIO).
Experience of successfully engaging with and influencing partnerships in the public, private and voluntary sectors.	
Experience of influencing successful organisational development change and innovation.	
Skills and Abilities	
Able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.	
Able to develop and implement an effective stakeholder and partner relationship plan which develops trusts and enables contributions.	
Able to engage a variety of audiences through a range of media to inform and/or persuade.	
Able to develop and motivate a diverse team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities.	
Skilled in setting, monitoring and enabling high performance against team and individual performance objectives.	
Able to identify potential applications of new or improved practices related to area of work to	



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improve ways of working.	
Able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.	
Able to seek out and identify a range of information to identify patterns, trends, and options, and use SARA principles (scan, analyse, respond and assess) to solve multifaceted and complex problems.	
Skilled in coaching and mentoring to enable appropriate career and professional development.	
Able to lead the delivery of change initiatives within a complex team.	
Able to maintain personal resilience and wellbeing in challenging situations and enable others to develop personal resilience and wellbeing.	
Other	
Participate in appropriate On call/Chief Inspector roster(s).	
Role model the Force behaviours and values.	
Committed to Continual Professional Development (CPD) to remain competent in role.	
Ability to meet the travel requirements of the role.	

Note - The above list is not exhaustive and other duties commensurate with the rank may, from time to time, be required. In addition, there may be some variation and/or development of the above duties and responsibilities without changing the general nature of the post. Being part of a small team, there will be a requirement for the role holder to work flexibly, across other areas of the Force, taking responsibility as and when required.

Version Control	
Reason for Version Change	Version date
JD created from College of Police - Police Professional Profile for a Chief Inspector.	23.07.2020
JD updated in line with revisions to College of Police Chief Inspector generic profile and Cleveland requirements.	14.09.2022



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Competency and Values Framework (CVF) for Policing: Level 2 – Middle Manager

A candidate's behaviours/values will be measured at interview.

Competency	Level 2 – Middle Manager
Emotionally aware	<ul style="list-style-type: none"> • I consider the perspectives of people from a wide range of backgrounds before taking action. • I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. • I promote a culture that values diversity and encourages challenge. • I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. • I take responsibility for helping to ensure the emotional wellbeing of those in my teams. • I take the responsibility to deal with any inappropriate behaviours.
Taking ownership	<ul style="list-style-type: none"> • I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. • I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. • I am accountable for the decisions my team make and the activities within our teams. • I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. • I actively encourage and support learning within my teams and colleagues.
Collaborative	<ul style="list-style-type: none"> • I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. • I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. • I understand the local partnership context, helping me to use a range of tailored steps to build support. • I work with our partners to decide who is best placed to take the lead on initiatives. • I try to anticipate our partners' needs and take action to address these. • I do not make assumptions. I check that our partners are getting what they need from the police service. • I build commitment from others (including the public) to work together to deliver agreed outcomes.
Deliver, support and inspire	<ul style="list-style-type: none"> • I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. • I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. • I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. • ensure the efficient use of resources to create the most value and to deliver the right impact within my areas. • I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service.



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Analyse critically	<ul style="list-style-type: none"> • I motivate and inspire others to achieve their best. • I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. • I think about different perspectives and motivations when reviewing information and how this may influence key points. • I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. • I understand when to balance decisive action with due consideration. • I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. • I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. • I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.
Innovative and open-minded	<ul style="list-style-type: none"> • I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. • I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. • I am flexible in my approach, changing my plans to make sure that I have the best impact. • I encourage others to be creative and take appropriate risks. • I share my explorations and understanding of the wider internal and external environment.

Values	All Levels
Integrity	<ul style="list-style-type: none"> • I always act in line with the values of the police service and the Code of Ethics for the benefit of the public. • I demonstrate courage in doing the right thing, even in challenging situations. • I enhance the reputation of my organisation and the wider police service through my actions and behaviours. • I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations. • I am open and responsive to challenge about my actions and words. • I declare any conflicts of interest at the earliest opportunity. • I am respectful of the authority and influence my position gives me. • I use resources effectively and efficiently and not for personal benefit.
Impartiality	<ul style="list-style-type: none"> • I take into account individual needs and requirements in all of my action. • I understand that treating everyone fairly does not mean everyone is treated the same. • I always give people an equal opportunity to express their views. • I communicate with everyone, making sure the most relevant message is provided to all. • I value everyone's views and opinions by actively listening to understand their perspective. • I make fair and objective decisions using the best available evidence. • I enable everyone to have equal access to services and information, where appropriate.



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Public Service	<ul style="list-style-type: none">• I act in the interest of the public, first and foremost.• I am motivated by serving the public, ensuring that I provide the best service possible at all times.• I seek to understand the needs of others to act in their best interests.• I adapt to address the needs and concerns of different communities.• I tailor my communication to be appropriate and respectful to my audience.• I take into consideration how others want to be treated when interacting with them.• I treat people respectfully regardless of the circumstances.• I share credit with everyone involved in delivering services.
Transparency	<ul style="list-style-type: none">• I ensure that my decision-making rationale is clear and considered so that it is easily understood by others.• I am clear and comprehensive when communicating with others.• I am open and honest about my areas for development and I strive to improve.• I give an accurate representation of my actions and records.• I recognise the value of feedback and act on it.• I give constructive and accurate feedback.• I represent the opinions of others accurately and consistently.• I am consistent and truthful in my communication.• I maintain confidentiality appropriately.

Further detailed information on the CVF can be located by clicking on the following link:

<https://www.college.police.uk/What-we-do/Development/competency-and-values-framework/Pages/Competency-and-Values-framework.aspx>