



Deputy Chief Constable – Cleveland Police

Service Unit	Cleveland Executive Team
Team	Executive Team
Responsible to	Chief Constable
Scale and Salary Range	National Pay Spine - £123,648pa
Vetting Status	Developed Vetting (DV) status
Politically Restricted	Yes
CVF Level	Level 3

Job Purpose

The Deputy Chief Constable supports the Chief Constable in providing innovative and dynamic leadership to Cleveland Police. The DCC supports the Chief Constable in creating and embedding a vision, direction and culture for Cleveland Police that builds public and organisational confidence and trust through its organisational values and behaviours.

The Deputy Chief Constable holds responsibility for the strategic development, cultural change and performance standards of Cleveland Police, and the development of its strategic partnerships.

The Deputy Chief Constable holds operational accountability for the policing response to crime and major and critical incidents and its effective command and leadership.

The Deputy Chief Constable is responsible for the implementation and delivery of Cleveland Police's Delivery Plan and the day to day running of Cleveland Police in line with the agreed direction and vision, to provide a professional, effective and efficient policing service which ensures the highest standards of service are delivered to the public of Cleveland.

The Deputy Chief Constable contributes to the development of regional and national policing within a specified area of expertise and may be accountable for national operations or standard setting and undertaking regional and national responsibilities as part of NPCC portfolios as required.

Principal Duties and Responsibilities

Provide executive leadership and contribute to the setting of the organisational and operational strategy for Cleveland Police with regards to wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement, in order to provide an effective and efficient policing service that meets current and future policing demands.

Provide executive leadership to the Towards 2025 Change Programme, embedding a culture of organisational development, change and innovation, ensuring enhanced productivity, increased satisfaction, value for money and continuous improvement in problem solving and evidence based policing.

Support and maintain the mutually productive strategic relationship with the Police and Crime Commissioner and the Office of the PCC, including providing professional advice on behalf of the Chief Constable as necessary.



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Support the Chief Constable to lead Cleveland Police, embedding the organisational culture and promoting values and ethics, holding responsibility for adherence to professional standards to enable an effective and professional service.

Lead the implementation of the Force Delivery Plan (Force Management Statement), ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of force objectives.

Support the Chief Constable to lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of Cleveland Police's vision and goals.

Lead, manage, develop and motivate staff to deliver the highest quality of service possible to the public of Cleveland, providing mentoring and coaching support to colleagues.

As a member of the Chief Officer Team take an active role in the corporate governance arrangements of the force, developing and maintaining a meaningful operational performance framework and governance structure, in line with Cleveland Police Strategy, in order to hold the senior leadership of the organisation to account for operational delivery and outcomes in order to enable effective law enforcement and public protection.

Support the financial management of Cleveland Police, driving efficiency and productivity within the budget framework to maximise the use of resources, ensure the effective use of public spending and maximise value for money.

Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to enable the achievement of the force objectives and develop public confidence in policing.

Provide executive leadership for the continued development of departments within the Deputy Chief Constable's portfolio.

Actively promote Cleveland Police at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to develop the profile of Cleveland Police, improve visibility, connect with the public and build confidence in policing.

Act as Cleveland Police media spokesperson where appropriate.

Develop guidance and provide strategic direction on identifying and managing threat, risk and harm within the policing area and in Cleveland Police's policing responses in order to protect the public and develop operational strategies.

Fulfil the authorising responsibilities of a Deputy Chief Constable, holding responsibility for compliance in order to protect the public and ensure effective policing responses.

Fulfil Strategic Firearms Commander (SFC) responsibilities through participation in the force firearms rota, authorising the deployment of firearms where necessary.

Provide executive leadership and gold command at serious events and critical incidents in order to protect the public and ensure an appropriate, professional, effective and efficient response.



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Develop national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.

Determine appropriate actions in response to national initiatives, including the Strategic Policing Requirement, as they relate to Cleveland Police.

In accordance with Section 12A of the Police Act 1996, discharge the powers and duties of the Chief Constable as required in their absence.

Represent Cleveland Police at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to promote visibility, connect with the public and build confidence in policing.

Effectively manage and encourage development, change and innovations, ensuring enhanced productivity, value for money and continuous improvement in problem solving and evidence based policing.

Note

All staff are to comply with confidentiality laid down in the Data Protection Act 2018, the Management of Police Information (MOPI), and the Official Secrets Act (which you will be bound for, for life).

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

Person Specification	
Essential knowledge, skills, and experience (E)	Desirable knowledge, skills, and experience (D)
Knowledge and Qualifications	
Successful completion of the Senior Police National Assessment Centre (PNAC) and the Strategic Command Course (SCC).	Level 7 qualification.
Authorising Officer Training.	
Experience	
Hold/Held rank of Assistant Chief Constable/Commander or a more senior rank in a UK Police Force.	
A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior levels.	



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Experience of successfully engaging with and influencing partnerships in the public, private and voluntary sectors.	
Experience of embedding an effective performance management framework where outcomes are delivered in a manner that reflects a culture of performance delivery where numbers are indicators and the real focus is on quality of service.	
Experience of implementing and driving successful organisational development change and innovation that reshapes the services or functions delivered by the force, to deliver appropriate responses to emerging trends and issues.	
Skills / Abilities	
Able to operate with high levels of political astuteness, skilled in negotiating the internal and external political landscape effectively.	
Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at senior levels across a diverse range of stakeholders and partners.	
Skilled in building and maintaining productive stakeholder and partner relationships at senior levels and able to apply problem solving approaches and methodologies to resolve issues and reconcile conflicts of interest.	
Skilled in leading, developing and inspiring people, engaging the organisation with force strategic priorities, values and behaviours.	
Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.	
Other	
Committed to Continual Professional Development (CPD) to remain competent in role.	
You are expected to know, understand and act within the ethics and values of the Police Service.	
Participate in On-Call duties as required.	

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.



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Version Control	
Reason for Version Change	Version date
Placed on new template	April 2021



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Competency and Values Framework (CVF) for Policing: Level 3

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

<https://beta.college.police.uk/career-learning/career-development/competency-and-values-framework-cvf>