Lincolnshire Police
Chief Constable

Job Description
### ROLE TITLE:
Chief Constable – Lincolnshire Police

### ACCOUNTABLE TO:
The Police and Crime Commissioner for Lincolnshire

### ROLE SUMMARY:
The Chief Constable has overall responsibility for leading the Service, creating a vision, setting direction and establishing a culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, as well as major and critical incidents.

As a Corporation Sole the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent that exist, which determine Force governance arrangements.

### Key Accountabilities

- Set and ensure the implementation of organisational and operational strategy for Lincolnshire Police, having due regard to the Community Safety, Policing and Criminal Justice Plan for Lincolnshire and any wider plans and objectives, focussing strongly on communities in order to provide an effective and efficient policing service.

- Develop a mutually productive strategic relationship with the Office of the Police and Crime Commissioner for Lincolnshire in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.

- Develop and maintain governance arrangements and processes within Lincolnshire Police, to ensure effective decision making and appropriate action at all levels of the organisation.

- Lead the force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.

- Lead, inspire and engage the Chief Officer Team (COT); setting and role modelling approaches to an organisational culture that promotes and demonstrates a strong commitment to well-being, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Community Safety, Policing and Criminal Justice Plan for Lincolnshire.

- Hold accountability for Lincolnshire Police’s financial management and determine functional budgets within the agreed framework, to ensure the effective use of public spending and maximise value for money.
• Lead and command the operational policing responses on occasion, in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.

• Lead the Force through further transformation, whilst ensuring a focus on what matters most to the people and communities of Lincolnshire.

• Fulfill the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force’s operational strategies.

• Develop effective working relationships within the Chief Officer Team and the wider organisation, developing effective two-way communication and an environment where every member of Lincolnshire Police feels valued.

• Champion equality of opportunity, diversity, inclusion, human rights and fair treatment both internally and externally, promoting the delivery of excellence and fairness for all.

• Develop and maintain relationships with key strategic partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Lincolnshire Police’s goals and objectives.

• Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.

• Advise national bodies such as COBRA on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.

• Represent Lincolnshire Police at a local, national and international level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.

• Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

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