

Lincolnshire Police

Chief Constable

Application Form

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| Instructions for Completion |
| Applicants are strongly advised to read the Job Description, Person Specification and the Candidate Information Pack documents before completing and submitting this application. These documents can all be accessed and downloaded via the [Candidate Information webpage](https://lincolnshire-pcc.gov.uk/get-involved/vacancies/chief-constable)   * Please note that this form and the other application related forms have been designed using the latest version of Microsoft Office (Microsoft 10) and candidates will need access to Microsoft 10 to open, complete and submit the forms electronically. * The form should be completed in black ink or type-face. No attempt should be made to redesign the form. * We have made it possible to complete the form electronically; where you see the grey box please start typing your response, all the normal functions of the latest version of Microsoft Word should be available where the grey boxes appear. * Applicants are required to complete all sections of this form. * It is imperative that you are open and honest with your answers. Evidence needs to be specific and focused on **your personal involvement, experience and actions**. The appropriateness of your application will be determined by the extent to which your evidence relates to the value and competency areas of interest, how thoroughly you respond to the questions and how appropriate your examples are in relation to the issues facing Lincolnshire Police and expectations of the Chief Constable role. * Additional information requested as part of your application include:   **Chief Constable’s Reference** – a reference from your current Chief Constable or equivalent (e.g. Police and Crime Commissioner). A template for completion can be accessed via the [Candidate Information webpage](https://lincolnshire-pcc.gov.uk/get-involved/vacancies/chief-constable)   * It is the applicant’s responsibility to ensure this Application Form, the Equality & Diversity Monitoring Form and Chief Constable’s Reference are completed and returned to the address below by **5.00pm on Monday 9 November 2020**:   Malcolm Burch  Chief Executive  Office of the Police and Crime Commissioner for Lincolnshire  Deepdale Lane  Nettleham  Lincolnshire  LN2 2LT  or email electronic copies to: [Malcolm.Burch@lincs.pnn.police.uk](mailto:Malcolm.Burch@lincs.pnn.police.uk)     * Please note, late applications will not be accepted. |
| **SECTION 1 – Personal Details** | |

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| **First name(s):** |  | **Last name:** |

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| **Current Service / Force & Chief Constable:** |  | **Current rank:** |
|  |  |  |
| **Date of substantive rank:** |  | **Current job title:** |
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| **Salary:** |  | **Total length of service:** |
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| **Current security clearance level:** |  | **Date clearance obtained:** |

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| **Work address:** | **Correspondence address:** |
| **Work contact number:** | **Personal contact number:** |
| **Work email:** | **Personal email:** |

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| **Please provide details of any existing registered business interests:** |

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| **Do you have a disability (as defined in the Disability Discrimination Act) for which you require reasonable adjustments to any part of the selection or appointment process?**  No  Yes\*  (\*If ‘Yes’ you will be contacted following receipt of your application by a member of the Commissioner’s Office). |

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| **SECTION 2 – Career History** |

**Please provide details of your three most recent jobs / roles.**

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| **Current role title:** | | **Service / Force / Agency:** | |
| **Start date:** | | **Finish date:** | |
| **Please provide a brief description of your role and key achievements (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | | | |
| **Previous role title:** | **Service / Force / Agency:** | | |
| **Start date:** | **Finish date:** | | |
| **Please provide a brief description of your role and key achievements:** | | | |
|  | | | |
| **Previous role title:** | **Service / Force / Agency:** | | |
| **Start date:** | **Finish date:** | | |
| **Please provide a brief description of your role and key achievements:** | | | |
| **SECTION 3 – Education, Learning and Development** | | |

**When did you complete the Senior Police National Assessment Centre (Senior PNAC) and Strategic Command Course (SCC) ( please provide specific details below)?**

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| **Programme / Course Title** | **From** | **To** | **Summary of content** |
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**Please list any educational qualifications you consider are relevant to your application for the Chief Constable role.**

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| **College, University attended or correspondence courses taken** | **From** | **To** | **Qualifications and grade attained** |
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**Please list any Learning and Development Programmes and or Courses attended that you consider are relevant to your application for the Chief Constable role.**

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| **Programme / Course Title** | **From** | **To** | **Summary of content** |
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**Please provide details of any Equality, Diversity, Inclusion and Human Rights training you have undertaken.**

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| **Programme / Course Title** | | **From** | **To** | **Summary of course contents** |
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| **SECTION 4 – Self-assessment** | | | | |

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| **4.1 Why You?** |

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| Please explain your motivation for applying and why you should be Chief Constable of Lincolnshire Police. |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** |

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| **4.2 Continuing Professional Development (CPD)** |

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| Please provide details about how you maintain Continuing Professional Development (CPD). |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** |

**4.3 Integrity**

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| As a Chief Officer, please describe how you have demonstrated the highest levels of professionalism and acted as a role model to members of your organisation. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** |  |
|  | **Rating** |

**4.4 Public service**

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| As a Chief Officer, please describe what you have done to help build confidence and trust in meeting the public’s needs and how this has served the best interests of society as a whole. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** | |
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**4.5 Emotionally aware**

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| As a Chief Officer, please describe how you have supported your organisation to recognise and value diversity, inclusion and well-being. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** | |
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**4.6 Take ownership**

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| As a Chief Officer, please describe how you have engendered and supported a culture of continuous improvement. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** | |
|  | **Rating** |

**4.7 Collaborative**

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| As a Chief Officer, please describe what you have done to work with strategic partners to deliver better public services and value for money. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** | |
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**4.8 Deliver, support and inspire**

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| Focussing on your personal leadership as a Chief Officer, please explain how you have promoted and supported a culture of managing effective organisational performance. | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | |
| **Official Use – Appointment Panel Notes** | |
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**4.9 Innovative and open minded**

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| As a Chief Officer, please describe how you have promoted innovative ways of working that have radically changed the organisational culture. | | |
| **Applicant’s response (400 words maximum – please enter your word count at the bottom of the page):**    **Word Count:** | | |
| **Official Use – Appointment Panel Notes** | | |
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| SECTION 5 – Additional Information | |

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| Please give details below of any outstanding criminal investigations or disciplinary proceedings being carried out in relation to your conduct and any previous disciplinary offences that have not been expunged: |

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| **SECTION 6 – Candidate Declaration** |

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| By signing below, I declare that the information contained in this application is correct to the best of my knowledge and belief. I understand that providing false or misleading information may be considered grounds for refusing my application. | | |
|  | | |
| **Signature:\*** |  | (**\***you can use a typed version of your name as your signature) |
|  | | |
| **Print Name:** |  |  |
|  |  |  |
|  | | |
| **Date:** |  |  |

**Thank you for completing this Application Form**

Please return the completed form along with all the other requested documents to:

Malcolm Burch

Chief Executive

Office of the Police and Crime Commissioner for Lincolnshire

Deepdale Lane

Nettleham

Lincolnshire

LN2 2LT

or email electronic copies to: [Malcolm.Burch@lincs.pnn.police.uk](mailto:Malcolm.Burch@lincs.pnn.police.uk)

All the requested documentation must be received no later than:

**5.00pm on Monday 9 November 2020**

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