



Lincolnshire
**POLICE & CRIME
COMMISSIONER**

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Lincolnshire Police Chief Constable

Candidate Information Pack

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Lincolnshire
POLICE & CRIME COMMISSIONER

SAFER TOGETHER

Deepdale Lane, Nettleham, Lincoln LN2 2LT
Telephone (01522) 947192

E-Mail: lincolnshire-pcc@lincs.police.uk Website: www.lincolnshire-pcc.gov.uk

Date: 4 December 2023

Dear applicant,

Recruitment of Chief Constable

Following the appointment of Chief Constable Chris Haward to a national role with the NPCC, I am today starting a process for the search and appointment of the county's most senior Police Officer.

Lincolnshire is a vast, beautiful county with coastal, rural and urban areas and we need a Chief Constable who recognises the unique challenges this presents to policing and sees value in being part of the community they serve.

The last three years has seen significant progress in improving the morale and performance of Lincolnshire police. The Force has been restructured and we have completed the transition from our 10 year private-public partnership to bring management of many support services back in house. Partnership remains a strength locally, regionally, and nationally and is key to the Force success.

The foundations that have been laid must now deliver real impact on crime and enhance the safety and feeling of safety for all in the county. We need someone who will listen to the needs of our communities, ensure the Force is visible to those communities and forge strong links with local people that will shape and deliver a long-term vision to lead the Force.

There will be exciting and challenging times ahead and I personally want a Chief Constable who understands how our roles can work well together for the good of Lincolnshire and the need for open and clear dialogue which translates into action and results.

I look forward to working with the new Chief Constable of Lincolnshire Police and seeing the Force go from strength to strength under confident and inclusive leadership.

Yours sincerely

Marc Jones
Police and Crime Commissioner for Lincolnshire

CHIEF CONSTABLE ADVERTISEMENT

CHIEF CONSTABLE SOUGHT FOR LINCOLNSHIRE POLICE – £174,633 (includes +10% additional salary on appointment) plus benefits

The Lincolnshire Police and Crime Commissioner is seeking to appoint:

A new Chief Constable who will bring a strong, long term vision and commitment to community focussed policing in Lincolnshire. Already a highly effective Chief Officer with breadth and depth of executive leadership experience, the successful candidate will be able to quickly connect and establish credibility with staff, partners, stakeholders and communities across the county.

You should be decisive yet considered in decision making, value an evidence based approach and be willing to own the decisions you make to add confidence to the public and the Force.

You will understand the importance of the PCC and Chief Constable working together for the good of the community, where appropriate and the need for openness and transparency in our scrutiny processes.

You will have an ability to build and maintain strong collaborations, delivering results through the use of operational policing plans which support building trust and confidence internally and externally.

Organisational priorities include driving ongoing improvement and performance, embracing innovation and technology, whilst continuing to develop a culture of collective leadership, where staff feel empowered, valued and can directly contribute.

Protecting and reassuring the public, reducing crime, supporting victims,

community policing and protective services whilst increasing public confidence are high on the list of operational policing priorities.

Ensuring the wellbeing and resilience of officers and staff within Lincolnshire Police should also be at the forefront of the new Chief's mind.

We have already done much to achieve savings and efficiencies, within and beyond the organisation but there is still much to do. If you want the exciting challenge of leading Lincolnshire Police to the next level over the next five years and beyond, we look forward to hearing from you.

We can offer you the opportunity to live in one of the most beautiful locations in the UK. As well as the unique blend of policing challenges, Lincolnshire has a rich mix of breath-taking scenery, history and culture, providing a quality of life second to none.

To find out more, including full details about the role and to access the application materials, visit the Candidate information web page:
<https://lincolnshire-pcc.gov.uk/get-involved/vacancies/chief-constable-recruitment/>

Closing date: 6.00pm on Thursday 28th December 2023

The Office of the Police and Crime Commissioner for Lincolnshire and Lincolnshire Police are committed to having a workforce representative of the community it serves. We are also committed to equality of opportunity and welcome applications to all vacancies from any suitably qualified candidate. Applications are particularly welcome from females and members of ethnic minority communities as they are currently under-represented.

APPLICATION, SELECTION PROCESS AND TIMELINE

APPLICATION

You are strongly advised to read all the sections of this document along with the Chief Constable Professional Role Profile and other information available on the Police and Crime Commissioner's website (<https://lincolnshire-pcc.gov.uk/get-involved/vacancies/chief-constable-recruitment/>) before completing and submitting your application documents.

All the information, including this Information Pack and forms needed to prepare and submit your application, can be accessed and downloaded from the Commissioner's website and completed and submitted in hard copy or electronically.

- **Application is by CV and Covering Letter** - the covering letter should set out why you are applying for the role, the strengths and qualities you bring and your vision for Lincolnshire Police. (Note: covering letter length at the discretion of the applicant).
- **Chief Constable Professional Role Profile** – outlines the purpose and key accountabilities of the Chief Constable role and describes the behaviours, education, qualifications, skills and experience needed to perform the role.
- **Equality & Diversity Monitoring Form** – the information you provide in this form is for monitoring purposes only and will be treated in the strictest confidence. This information will play no part in the selection decision.
- **Chief Constable Reference** – a reference from your current Chief Constable or equivalent (e.g. Police and Crime Commissioner). A template for completion is available on the Chief Constable recruitment webpage along with the Equality & Diversity Monitoring Form. This reference template should be given to your Chief Constable (or equivalent) for them to complete and return in hardcopy or electronically.

Please note that both the Equality & Diversity Monitoring Form and Chief Constable Reference have been designed using Microsoft Office for Windows 10.

Your CV, Covering Letter and completed forms should be returned to:

Malcolm Burch - Chief Executive
Office of the Police and Crime Commissioner for Lincolnshire
Deepdale Lane, Nettleham, Lincoln, LN2 2LT

Alternatively, these documents can be attached to an e-mail and sent to:

Email: john.king@lincs.police.uk

All application documentation should be received by no later than **6.00pm on Thursday 28th December 2023**.

Shortlisting and Appointment Panels

Both the Shortlisting and Appointment panels will consist of:

- Marc Jones PCC
- Andy Marsh CEO College of Policing
- Ursula Lidbetter Former CEO Lincolnshire Co-op
- Tony McArdle Former CEO Lincolnshire County Council acting as 'Independent member'

The recruitment process is being supported by the College of Policing.

Shortlisting panel

Submitted CVs, Covering Letters and Chief Constable References will be considered by the Police and Crime Commissioner and his Shortlisting panel.

The panel will undertake the shortlisting assessment against the evidence you provide in your submission of your ability to meet the essential skills and experience for the role. Shortlisting will take place during [week commencing 1st January 2024](#).

Psychometric assessment

The College of Policing will complete psychometric assessments for all shortlisted candidates, further information will be provided by the College following shortlisting.

Assessment day(s)

Shortlisted candidates will be invited to attend assessment on the [23rd and 24th January 2024 at the DoubleTree by Hilton Hotel in Lincoln](#). Shortlisted candidates will receive specific details about their assessment timetable and more information about the different assessment elements.

Conduct and Business Interests

Shortlisted candidates will be required to provide details of any outstanding criminal investigations or disciplinary proceedings being carried out in relation to conduct and any previous disciplinary offences which have not been expunged alongside details of business interests.

Dates to remember

| Day | December 2023 |
|---------------------------|---|
| 28th | Applications close at 6.00pm |
| January 2024 | |
| w/c 1st | Shortlisting |
| 8th | Applicants notified of shortlisting outcome |
| 23 rd /24th | Assessment Days |

Assessment day expenses

The Commissioner's Office will pay reasonable and necessary expenses of candidates invited to the assessment days.

Familiarisation

It is expected that candidates will contact Lincolnshire Police to familiarise themselves with the Force. Contact details below:

Force Executive

Laura Hallam (Senior Staff Officer to Chief Constable)

Email: Laura.Hallam2@lincs.police.uk

Tel: 07795 910121

Superintendents Association

Chief Superintendent Kate Anderson

Email: Kate.Anderson@lincs.police.uk

Police Federation

Inspector Helen Stamp (Chair)

Email: helen.stamp@lincs.polfed.org

UNISON

Debbie Parker (Secretary)

Email: debbie.parker@lincs.police.uk

Independent Advisory Group (IAG)

Email: IAG@lincs.police.uk

SMILE (Supporting Minorities in Lincolnshire through Engagement)

Email: SMILE@lincs.police.uk

LGBT+ Network

Email: Victoria.Oakes@lincs.police.uk

National Black Police Association
Inspector Jeseo Karanga (Vice President)
Email: jeseo.karanga@lincs.police.uk

Carer's Support Network
Email: Health&Care@lincs.police.uk

TERMS & CONDITIONS OF THE APPOINTMENT

Appointment

The appointment will be subject to the approval of the Lincolnshire Police and Crime Panel (PCP), the provisions of the Police Act 1996, Police Regulations.

Confirmation hearing

The Police and Crime Commissioner will make an appointment subject to a Confirmation Hearing convened by the PCP after the formal assessment process. The successful candidate will be invited to attend this Hearing, which will be held on a date to be confirmed during February 2024.

Salary

The annual salary is £174,633 (includes +10% additional salary on appointment) per annum.

Date of appointment

The successful candidate will be expected to take up the appointment in early 2024.

Length of appointment

The appointment will be for up to a five year fixed term and will be discussed and agreed with the successful candidate as part of the final negotiations, which will also include the option for extending the initial five year term.

Medical examination

The successful candidate will be required to undertake a medical examination before taking up appointment.

Security clearance

The successful applicant will be appointed subject to holding or obtaining security clearance at Developed Vetting (DV) level. In addition, the successful candidate will undergo the process to achieve enhanced Developed Vetting as part of the appointment process.

Working duty

The post holder must devote the whole of their time to the duties of the office of Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the Police and Crime Commissioner.

Working hours

Working hours will be not less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive. However, the post holder will have responsibility for representing Lincolnshire Police and meeting statutory and operational requirements, often at short notice, which may require working additional hours. There is a requirement to be contactable 24 hours per day when not on leave or in the absence of a designated deputy. The role will require evening and weekend working, including attending meetings and events during these times.

Working location

The majority of work will be carried out from Lincolnshire Police Headquarters, Deepdale Lane, Nettleham, Lincoln, LN2 2LT. However, the nature of the work will also require travel throughout Lincolnshire and across the UK.

Leave

The post holder is entitled to leave in accordance with Police Regulations.

Pension

The post holder will be eligible for membership of the Police Pension Scheme.

Termination

Termination of appointment is subject to three calendar months' notice in writing from either party.

Telephones, IT and other equipment

Mobile telephone, palmtop organiser, laptop computer and other equipment, which is necessary to ensure convenient working arrangements, will be made available.

Removal and relocation expenses

The Office for the Police and Crime Commissioner will meet the full cost of reasonable removal and resettlement expenses (including tax liabilities) incurred by the Chief Constable in taking up the appointment.

A housing allowance or transitional housing allowance will be paid, if appropriate, in accordance with the Police Regulations.

Disclosure of relationship

Canvassing members of the Police and Crime Commissioner's Shortlisting or Appointment panels, either directly or indirectly, will be a disqualification from the process. Applicants must disclose any relationship to a member of the Commissioner's Shortlisting or Appointment panels and failure to disclose will be a disqualification from the process.

USEFUL INFORMATION

Applicants are encouraged to visit the Police and Crime Commissioner's website (www.lincolnshire-pcc.gov.uk) website to access more information about the Commissioner's vision, Lincolnshire Police and policing the county.

Useful links

Lincolnshire Police www.lincs.police.uk

City of Lincoln Council www.lincoln.gov.uk

Lincolnshire County Council www.lincolnshire.gov.uk

Boston Borough Council www.boston.gov.uk

East Lindsey District Council www.e-lindsey.gov.uk

North Kesteven District Council www.n-kesteven.gov.uk

South Kesteven District Council www.southkesteven.gov.uk

South Holland District Council www.sholland.gov.uk

West Lindsey District Council www.west-lindsey.gov.uk

Questions

Any questions in relation to the role, selection or appointment process should be addressed to:

Malcolm Burch
Chief Executive to the
Police and Crime Commissioner for Lincolnshire
Deepdale Lane
Nettleham
Lincoln
LN2 2LT

E-mail: malcolm.burch@lincs.police.uk



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