ROLE TITLE: Assistant Chief Constable – Police Service of Northern Ireland (PSNI)

ACCOUNTABLE TO: Deputy Chief Constable – Police Service of Northern Ireland (PSNI)

ROLE SUMMARY: The Assistant Chief Constable (ACC) of the PSNI:
- Is responsible for setting the direction and culture for the PSNI as part of the Service Executive Team (SET) that builds public trust and organisational confidence to enable the delivery of an effective policing service.
- Contributes to the development, delivery and implementation of the PSNI’s Corporate Plan.
- As ACC, you will be responsible for reviewing business change and driving performance and culture within a designated area of responsibility in order to provide a professional, effective and efficient policing service in line with the direction and vision of the Service.
- Is directly responsible for leading and commanding the operational policing responses within a particular area of responsibility and operate as an on call Duty Officer on a rota basis.
- Will contribute to the development of local, regional and national (UK and Ireland) policing within a specific area of expertise and may be accountable for national operations or standard setting.

Key Accountabilities
ROLE TITLE:
Assistant Chief Constable – Police Service NI

ACCOUNTABLE TO:
Deputy Chief Constable – Police Service NI

ROLE SUMMARY:
The Assistant Chief Constable (ACC) of the Police Service NI:
Is responsible for setting the direction and culture for the Police Service NI as part of the Service Executive Team (SET) that builds public trust and organisational confidence to enable the delivery of an effective policing service.

Contributes to the development, delivery and implementation of the Police Service NI’s Corporate Plan. As ACC, you will be responsible for reviewing business change and driving performance and culture within a designated area of responsibility in order to provide a professional, effective and efficient policing service in line with the direction and vision of the Service.

Is directly responsible for leading and commanding the operational policing responses within a particular area of responsibility and operate as an on call Duty Officer on a rota basis.

Key Accountabilities

- Support the Chief Constable, Deputy Chief Constable and a newly created Chief Operating Officer role in leading the Police Service NI, embedding the organisational culture and promoting values, ethics and high standards of conduct to enable an effective and professional service.

- Support the SET in the development of operational plans to enable the effective and compliant implementation of the Service Delivery Plan within their area of responsibility.

- Support the setting of the organisational and operational policy and strategy for the Police Service NI, in alignment with wider plans and objectives such as the Northern Ireland Policing Board Policing Plan, in order to provide an effective and efficient policing service that meets current and future policing needs.

- Represent the Police Service NI, adhering to the principle of operational independence and working with the Northern Ireland Policing Board to provide operational information in relation to their area of responsibility to facilitate the Board’s monitoring of Police Service NI performance in order to provide public assurance.

- Support the Chief Constable, Deputy Chief Constable and a newly created Chief Operating Officer role in leading the Police Service NI, embedding the organisational culture and promoting values, ethics and high standards of conduct to enable an effective and professional service.

- Support the SET in the development of operational plans to enable the effective and compliant implementation of the Service Delivery Plan within their area of responsibility.

- Lead, motivate and engage a team of senior policing professionals, promoting workforce wellbeing, facilitating impactful professional development and performance management to create an empowered team which effectively and efficiently contributes to the achievement of the Police Service NI vision and agreed policing outcomes.

- Responsible for the delivery of Police Service NI operational strategies and policing responses.
investigations across their area of responsibility to ensure an efficient and compliant policing service which enables effective law enforcement and public protection.

- Effectively measure, evaluate and report on performance within their area of responsibility and utilising findings to identify key lessons and drive improvements in service delivery.

- Manage budgets and resource plans across their portfolio in line with the wider budget framework to maximise the efficient use of resources, ensuring the effective use of public funds to maximise value for money.

- Lead responses to particularly high risk and/or cross-Service/Force major events and serious investigations, setting strategic objectives and priorities, assessing and managing threat and risks and directing the deployment of resources to ensure an appropriate and effective response in line with legal and PSNI requirements.

- Develop and maintain strategic relationships with local and regional partners, effectively influencing and collaborating to enable the achievement of objectives for their area of responsibility, to improve public safety and build trust and confidence in policing.

- Represent the Police Service NI at a local, regional and national (UK and Ireland) level with the public, media and other external stakeholders and support the Chief Constable, Deputy Chief Constable and a newly created Chief Operating Officer role in promoting visibility to connect with the public and build confidence in policing.

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

### Education, Qualifications, Experience & Skills

#### Education, Qualifications & Experience

- A substantive ACC/Commander equivalent rank.

- Operational law enforcement command experience.

- Authorising Officer Training.

- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff.

- Experience of successfully engaging with and influencing the community and multi-agency partnerships.

- Experience of embedding an effective performance management framework.

- Experience of implementing successful organisational development, change and innovation.

- Experience of management of significant budgets.

- Up to date operational/technical policing knowledge.

- A leadership style which combines strategic thinking and sound judgement with a high level of Emotional Intelligence and emphasis on service delivery.

- Track record of accountability and confident decision making.
Knowledge of developing political, economic, social, technological, legal and environmental factors and an understanding of the implications for strategic planning.

Knowledge of relevant local, regional and national (UK and Ireland) policies, strategies and initiatives and an understanding of the implications within the policing context.

Excellent leadership and management skills, with a commitment to diversity and a track record of promoting equality, inclusion and well-being.

Commitment to their own Continuing Professional Development (CPD).

Skills

Able to manage substantial financial, people and material resources, demonstrating commercial and business acumen to balance complex, competing resource demands by making appropriate risk-based decisions within the available budget.

Able to manage strategic organisational change that reshapes the services or functions delivered by the Police Service NI, to deliver an appropriate response to emerging trends and identified issues.

Able to analyse a wide range of information to identify emerging trends and issues and use these to inform strategic planning.

Able to demonstrate a crime prevention and problem-solving mindset.

Able to operate with sound political astuteness, able to negotiate the internal and external political landscape effectively.

Skilled in leading, developing and inspiring people, engaging the organisation with Police Service NI's strategic outcomes, values and behaviours.

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 and across a diverse range of stakeholders and community groups.

Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.

Able to create operational plans which balance complex and conflicting resource demands and enable the achievement of organisational goals.

Skilled in building and maintaining productive stakeholder and partner relationships at senior levels and being able to apply problem solving approaches and methodologies to resolve issues and to reconcile conflicts of interest.

Ability to work under high levels of public scrutiny and accountability and to engage effectively with the Board, policymakers, the media and the public in a wide range of settings.

Skilled in maintaining an effective critical advisor role to more senior positions.

Able to identify, commission and implement new or improved technologies/services that have a transformational impact on service delivery and/or cost.
Continuing Professional Development

The Board expects the postholder to maintain their Continuing Professional Development (CPD) in three main areas (these are only some examples and it is not an exhaustive list):

Personal Skills

- Role model CPD and lead by example by sharing learning and reflections to support the professionalisation of the service.
- Maintain knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context.
- Consider participation in opportunities to gain differing perspectives on leadership and management, where appropriate.
- Participate in coaching and/or mentoring opportunities for self and others to use and share the learning to inform own and others’ approach to leadership, management and policing, role modelling a visible leadership style.

Business Skills

- Maintain commercial awareness and build business and financial acumen by working closely with partners and multi-agencies at a local, regional and national (UK and Ireland) level, where appropriate taking advantage of shadowing and/or other opportunities.
- Maintain knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally (UK and Ireland).
- Contribute to evidence-based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing.
- Build and participate in peer networks and action learning sets to enable approaches to joint problem solving, share learning locally, regionally and nationally (UK and Ireland) to support business process and workforce modernisation, efficiency and continuous improvement.

Professional Skills

- Maintain knowledge of College of Policing Guidance, best practice and national and local initiatives and policies applicable to the strategic policing context.
- Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of political, economic, social, technological, legal and environmental factors and developments to inform strategic policing plans and enable an efficient and effective approach to policing and ensure the Service is able to tackle new and evolving crime, threats and priorities.
- Work with policing agencies and bodies, such as Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), National Crime Agency (NCA); Criminal Justice Inspection Northern Ireland (CJI); the College of Policing and participate in and contribute to serious case reviews and Police Ombudsman for Northern Ireland (PONI)/ Independent Office for Police Conduct (IOPC) investigations to ensure the Service meets and maintains professional standards.
- Complete all annual and mandatory training to retain occupational and operational accreditation.
Expression of Interest to
mailto:HRSecondmentUnit@psni.pnn.police.uk

by no later than 12 noon on Wednesday 10th June 2020.