

# Chief Inspector

APPLICATION PACK 2021

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South Yorkshire

**POLICE**

# Welcome from the Chief Constable

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**Hello and welcome to South Yorkshire Police, thank you for your interest in joining us.**

South Yorkshire Police has made significant progress in recent years and is now one of the top performing forces in the country. We are now embarking on the next phase of our journey to become an 'outstanding' police force, and are looking for the very best leaders in policing to help achieve this.

South Yorkshire Police is a busy full spectrum police force which has everything to offer that you would find in some of the largest forces in the country, at our heart is a preventative problem-solving approach with a focus on dealing with what matters most to our communities and with what causes them the greatest harm.

As a chief inspector in South Yorkshire, you will form part of a cohesive management team who develop our thinking. We are looking for leaders who are passionate about serving the communities of South Yorkshire and have the drive and enthusiasm to deliver high levels of performance and an exceptional quality of service to victims of crime.

Our successful candidates will be dynamic, energetic and inclusive leaders who value people and their wellbeing; highly motivated with a proven ability to develop and lead high performing teams and operational functions across all aspects of policing.

As you help to build on our success, we will invest in your continued personal and professional development, maximising your potential as a leader. For those who wish to achieve chief officer rank this is an excellent step towards this ambition.

The bottom line is this: if you are a person of the right calibre, with the right values and a strong sense of public duty, then this role will provide you with a fantastic opportunity.

I wish you luck in your application process and hope to see you join us at SYP soon.



**Chief Constable Lauren Poultney**  
South Yorkshire Police



# Why South Yorkshire?

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South Yorkshire is described, by Visit England, as a place to find ‘jaw-dropping scenery, cities steeped in industrial heritage and hidden market towns in equal measure’.

It is true South Yorkshire has something for everyone, and allows you to experience the beauty of rolling hills and landscapes together with vibrant and cosmopolitan towns and city.

With its array of music, sport, art and culture, a rich history, thriving economy and some of the best schools, colleges and universities, South Yorkshire makes an ideal home for all generations.



## South Yorkshire at a glance:

South Yorkshire has a population of 1.4 million people and covers an area of 599 square miles.

The county is comprised of four unitary borough councils – City of Sheffield, Rotherham, Doncaster and Barnsley.

The county is home to two universities – Sheffield Hallam and The University of Sheffield, with more than 60,000 university students combined.

The county is well serviced by strong transport links across each of the districts, including the M1 ensuring neighbouring counties such as Derbyshire and West Yorkshire are in easy reach. For travel within the county, it is home to the UK’s first Tram Train, which celebrated its one-millionth customer in October 2019.

Sheffield is one of the greenest cities in the UK with one third of the city within the Peak District national park, hosting more than 200 parks, woodlands and gardens.



# Job summary

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## Role purpose

Chief inspectors manage large teams of inspectors, sergeants, constables and police staff. They may be the most senior operational response officer or manage assigned specialist policing functions such as investigations. This role carries specific legal powers in line with inspector rank to enable the maintenance of law and order.

Chief inspectors plan, manage and monitor operational policing activity. They effectively and efficiently set the plan for deployment of resources to incidents, including major and/or critical incidents. Chief inspectors manage and mitigate risk effectively in order ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime.

## Key Accountabilities

- Plan, manage and monitor complex front line and/or specialist operational policing activity managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
- Lead, motivate and engage large and diverse teams of inspectors, sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.
- Contribute to the setting, monitoring and assessment of team key performance indicators (KPIs) to support the achievement of wider objectives.
- Set, monitor and assess KPIs for individual team members in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of force goals.
- Identify and manage initial responses to major and/or critical incidents in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
- Manage large matrix teams, directing and monitoring workloads in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
- Manage large team budgets, monitor and review expenditure to ensure best use of available resources and value for money.
- Analyse performance data and information against team objectives in order to report against performance management measures and inform workforce planning.
- Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans to maximise the safety and wellbeing of officers, staff, and the public.

**Rank:**  
Chief Inspector / Detective Chief Inspector

**Roles:**  
Various including:

- Local commands
- Specialist crime services
- Control centre

**Salary:**  
£58,332 – £60,732

**Locations:**  
Forcewide



# Job summary

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- Develop and maintain relationships with communities and multi-agency partners to drive collaboration and inform policing priorities and plans.
- Lead the analysis and evaluation of existing processes and practices within area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable continuous improvement in evidence based policing within teams.

## Skills

- Able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.
- Able to develop and implement an effective stakeholder and partner relationship plan which develops trusts and enables contributions.
- Able to engage a variety of audiences through a range of media to inform and/or persuade.
- Able to develop and motivate a diverse team and create strong engagement of individuals with their personal and team objectives and with force values, behaviours and strategic priorities.
- Skilled in setting, monitoring and enabling high performance against team and individual performance objectives.
- Able to identify potential applications of new or improved practices related to area of work to improve ways of working.
- Able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.
- Able to seek out and identify a range of information to identify patterns, trends and options, and use SARA (scan, analyse, respond and assess) principles to solve multifaceted and complex problems.
- Skilled in coaching and mentoring to enable appropriate career and professional development.
- Able to lead the delivery of change initiatives within a complex team.

- Able to problem solve and critically question and identify potential opportunities to enhance efficiency and/or effectiveness across teams.
- Able to maintain personal resilience and wellbeing in challenging situations and enable others to develop personal resilience and wellbeing.

## Requirements and criteria

- ✓ Minimum of 12 months in your current substantive rank (periods of continuous temporary promotion immediately prior to substantive promotion will be taken into account).
- ✓ PIP level two for detectives.
- ✓ PSU trained to level two or scheduled to attend at the earliest opportunity and be willing to attend a public order bronze commander course or a public order silver commanders course if already trained as a bronze commander.



# Our values and competencies

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## Our values

All staff are expected to act within the ethics and values of the police service:

**Integrity**

**Openness**

**Fairness**

**Respect**

**Honesty**

**Courage**

**Teamwork**

## Competencies

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups and underpinned by our values that support everything we do as a policing service. This role should be operating at level 2 (See <https://profdev.college.police.uk/competency-values/>)

### **Resolute, compassionate and committed**

**Emotionally aware.** Makes the effort to understand self, colleagues and those served. Genuinely engages with and listens to others, making efforts to understand needs, perspectives and concerns. Uses these insights to inform our actions and decisions.

**Takes ownership.** Takes personal responsibility for role and accountabilities, but does not let this prevent being effective or taking appropriate risk. Makes decisions at appropriate levels and in appropriate areas, having a clear rationale and accepting responsibility for decisions. Seeks feedback, learns from mistakes and reflects to improve future practice.

### **Inclusive, enabling and visionary leadership**

**Works collaboratively.** Looks beyond traditional boundaries to create the best possible outcomes. Builds genuine and long-lasting partnerships that focus on collective aims, making sure partners feel respected and valued in all dealings with them.

**Delivers, supports and inspires.** Understands the vision for the organisation. Uses organisational values in day-to-day activities as a role model to provide inspiration and clarity to colleagues and stakeholders. Works to create the right climate for people to get the job done to the best of their abilities, ensuring a culture of mutual respect and support.

### **Intelligent, creative and informed policing**

**Analyses critically.** Analyses information, data, viewpoints and combines the best available evidence to understand the root causes of issues. Combines insight and evidence-based approaches to help make decisions, accepting won't always have the answers but will always try to gather facts and robust information to think tactically and strategic.

**Innovative and open-minded.** Has an inquisitive and outward-looking nature, searches for new information to understand alternative sources of good practice and implement creative working methods. Maintains an open mind to identify opportunities and create innovative solutions.

# Recruitment process

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## Application

To apply for this role you will need to submit the accompanying application form containing relevant personal details and evidence relating to the following values and behaviours:

- **Public service**
- **We are emotionally aware**
- **Role specific**

Completed applications to be sent to [promotions@southyorks.pnn.police.uk](mailto:promotions@southyorks.pnn.police.uk) with your current live and previous signed off PDR and diversity monitoring form. Closing date for applications is 09:00 Tuesday 19 October.

## Selection process

Short listing will take place between the 20 – 28 October. If you are shortlisted you will be invited to take part in a panel interview preceded by a presentation. The panel will be Chaired by Deputy Chief Constable Tim Forber.

Interviews will take place between 5 November and 10 December 2021. Full details will be made available to shortlisted candidates.

You should make us aware on your application form of any dates that you will be unavailable during the interview time period as interview slots are difficult to re-arrange.



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