Deputy Chief Constable

Application Form

October 2023

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| **APPLICATION FORM** |

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| **DO NOT** leave any empty spaces when completing this form. Sections that do not apply to you should be clearly marked “N/A”. Failure to complete this form accurately will delay your application. |

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| **SECTION 1: PERSONAL DETAILS** | | | |
| Title |  | Surname |  |
| Forename |  | Previous surname(s) |  |
| Middle Name(s) |  | National Insurance No. |  |
| Town and Country of birth |  | | |
| Full current home address |  | | |
| Postcode |  | Date of occupancy at this address (MM/YY) |  |

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| **Preferred method of contact:**  Please notify us of any changes to these details as soon as possible. Ensure that any hyphens or underscores in your email address are easily distinguishable. The email address you provide will be our main method of contact. | | | |
| Email address |  | Mobile No. |  |
| Home No. |  | Other (i.e. work) |  |

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| **SECTION 2: RECORD OF POLICE SERVICE / POSTING** | | | | |
| Current Force |  | | | |
| Address of Force headquarters |  | | | |
| Line manager details | | | HR department details | |
| Name:  Station address:  Telephone number:  Email address: | | | Name:  Station address:  Telephone number:  Email address: | |
| Start date of service with current Force | | |  | |
| Start date of service with previous Force if applicable | | |  | |
| Completed years of service | | |  | |
| Current rank | | |  | |
| Current pay scale | | |  | |
| Collar/Warrant/Force number | | |  | |
| Do you have current security clearance?  If yes, at what level (SC/CTC/DV etc.) | | |  | |
| Date of vetting expiry | | |  | |
| List previousroles/positions held in your current Force and previous roles/positions held in **other Forces** in which you have served. **Start with your three most recent roles –** continue on a separate sheet if necessary. | | | | |
| **Force** | | **Nature of duty within rank** | | **Date** |
|  | |  | |  |
| Please provide a brief description of your role and major achievements in this role: | | | | |
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| **Force** | | **Nature of duty within rank** | | **Date** |
|  | |  | |  |
| Please provide a brief description of your role and major achievements in this role: | | | | |
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| **Force** | | **Nature of duty within rank** | | **Date** |
|  | |  | |  |
| Please provide a brief description of your role and major achievements in this role: | | | | |
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| Working backwards, please now complete the rest of your career history; to the last five roles in the Police  Service. | | | | |
| **Force** | | **Nature of duty within rank** | | **Date occupied (MM/YY – MM/YY)** |
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| **SECTION 3: TRAINING RECORD** | | |
| Please provide details of your academic attainments, associated qualifications and any further training courses that you think are relevant to your development as a senior officer. It is not necessary to provide details of all qualifications and training undertaken within the Police Service | | |
| Subject or course title | Qualification and level obtained | Date passed and expiry (if applicable) |
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| Please include here details of any relevant professional qualifications, including membership of any professional bodies, membership of Home Office committees, and publications of works that you consider relevant to your application | | |
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| Please indicate your experience in the core operational areas | | |
| **Core Operational areas** | **Check box if you are trained** | **If trained, what is the highest level of command you have held for these operational areas** |
| Community relations and confidence-building |  |  |
| Crime and anti-social behaviour prevention and reduction |  |  |
| Major investigations and inquiries |  |  |
| Serious and organised crime, including counter terrorism |  |  |
| Public protection and safeguarding |  |  |
| Digital investigations and intelligence |  |  |
| Armed policing operations and public order operations |  |  |
| Civil emergencies |  |  |
| Sporting, VIP or security events |  |  |
| Please advise of any other relevant operational areas of note. | | |
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| **SECTION 4: MISCONDUCT/ COMPLAINTS/ PERFORMANCE/ CONVICTIONS ETC** | |
| Are you currently involved in any complaint or misconduct enquiry? If yes provide brief details. We will contact your Force for verification | Choose an item.  Details |
| Please confirm if you are currently, or have recently been on a performance plan | Choose an item.  Details |

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| **SECTION 5: MOTIVATION AND PERSONAL CIRCUMSTANCES** |
| We would like to understand a little more about your interest in the role and Dorset Police. This is an unscored section of the application. |
| 1. Why do you want to be the Dorset Police Deputy Chief Constable? |
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| 1. What have you learnt during your career that you can bring to the role of Deputy Chief Constable with Dorset Police? |
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| Personal circumstances |
| Accommodation already in place in Dorset ☐  Property to sell ☐  Partner and Family to move ☐  Prefer not to say ☐ |
| Please let us know of any other considerations we need to be aware of in relation to a possible transfer to Dorset |
| Please state any dates you are unavailable over the next 12 months i.e. Annual leave |

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| **SECTION 6: CORE CRITERIA** |
| This section of the application is very important and is scored. This is your opportunity to demonstrate that you have the competence and potential to undertake the role. Assessors need to see evidence of how you meet the criteria, so provide examples of things you’ve done and actions you’ve taken that illustrate what you’ve said.  In order to demonstrate your competence, you should use specific contemporary examples from your experience that provide evidence of your potential to become a chief officer. Your examples can be drawn from regional, national and international experience, including secondments and previous roles. If responses lack specific examples that demonstrate competence at the appropriate level, they will likely be scored lower when assessed.  You may wish to limit the examples that you use to one or two, to enable you to provide evidence of your competence within the word limit. Providing a list of multiple examples without explanation of how you applied your leadership skills and experience within the examples is unlikely to enable you to evidence competence against the criteria |
| 1. **CVF Criterion: We are emotionally aware:** Please explain how you have demonstrated a proven ability to lead the development of an organisational culture which values diversity and challenges intolerance (max 300 words) |
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| 1. **CVF Criterion: We take ownership:** Please demonstrate your experience of improving organisational performance (max 300 words) |
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| 1. **CVF Criterion: We deliver, support, and inspire:** Please provide an example to demonstrate proven leadership skills in delivering change that builds an organisation that is effective and meets the needs of its communities (max 300 words) |
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| 1. **CVF Criterion: We are collaborative:** Please explain how you have demonstrated your ability to lead collaboratively and how you have built and maintained working relationships with partners and colleagues at a senior level (max 300 words) |
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| **SECTION 7: HEALTH & DISABILITY** | |
| The Equality Act 2010 makes it unlawful to discriminate against a disabled person in all areas of employment, including recruitment. The Police Service welcomes people with disabilities and will do its best to make adjustments to the working arrangements and/or the working environment provided it is reasonable in all the circumstances to do so. | |
| Do you have a disability you wish us to know about at this stage? |  |
| Are you applying under the disability confident scheme? |  |
| In support of your application, please let us know if you believe there are any reasonable adjustments required to aid you:   * through the recruitment process * to perform the role of a Superintendent |  |

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| **SECTION 8: DECLARATION** | | |
| Being transparent and providing accessible information to individuals about how we use personal information is a key element of the Data Protection Act and the General Data Protection Regulation (Regulation (EU) 2016/679). The most common way to provide this information is in a Privacy Notice which can be accessed by clicking here: [Dorset Police Privacy Notice](https://www.dorset.police.uk/news-information/legal-privacy/)  The Alliance Resourcing have a more detailed sub privacy notice which can be found by clicking here [Alliance Resourcing Privacy Notice](https://www.devon-cornwall.police.uk/media/971174/privacy_notice-resourcing_final.pdf) | | |
| We need to advise you that we will be sharing your details with other departments within the Police; this will enable events/support to be arranged if applicable to your application.  **I** Choose an item.**allow you to share my details with a 3rd party (delete accordingly)**  Signature:       Date: | | |
| I declare that all the statements I have made in this application are true to the best of my knowledge and belief and that no relevant information has been withheld. I understand that:   * I must inform the recruitment office without delay of any change in my circumstances. * Criminal conviction checks will be made against me. * Financial checks will be undertaken to verify my financial status and that all such information will be treated in confidence. I consent to these checks being made. * Any offer of appointment will be subject to satisfactory references and vetting and continued good conduct. * A member of a Police Force who has deliberately made any false statement or omitted information in connection with his or her application or appointment may subsequently be liable to discharge or misconduct proceedings. * The Chief Officer retains the right to reject any application without giving reasons. * The information I have provided may be held on manual filing and computer systems as part of the recruitment process. I understand this information may be shared by other police forces | | |
| Signed | Print Name | Date |

Please return completed application forms to the candidate for onward submission to: [alliance-policeofficerpostingsandpromotions@devonandcornwall.PNN.Police.uk](mailto:alliance-policeofficerpostingsandpromotions@devonandcornwall.PNN.Police.uk)