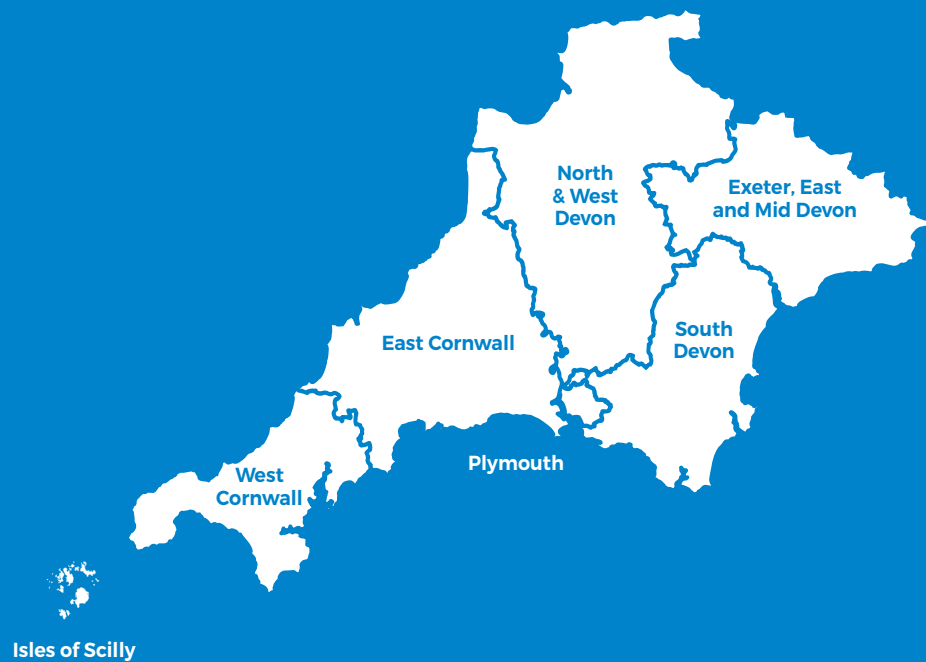


Superintendent promotion and lateral transfer opportunity

Information Pack



Devon & Cornwall
POLICE



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Introduction from Jim Colwell

Thank you for your interest in the role of superintendent, serving the communities of Devon, Cornwall, and the Isles of Scilly.

In applying to join Devon & Cornwall Police, you will be part of a collaborative and progressive organisation, with an incredibly strong history of delivering community policing.

Our force covers a hugely diverse geographic area, from dramatic coastline, beautiful beaches to national parks and vibrant communities. The counties of Devon and Cornwall are largely rural but host large urban areas of Plymouth and Exeter and many towns and villages.

As a superintendent, your role will be critical to delivering strategic intent into operational delivery as we strive to police our communities with competence, compassion and a common-sense approach. We are looking for a leader who is committed to helping to strengthen our organisational culture and deliver our vision and purpose.

If you are keen to explore this role in beautiful Devon and Cornwall – a truly inspiring place to live and police – we look forward to hearing from you.



**Acting Chief Constable
Jim Colwell**

Force purpose

“Community policing delivered with competence, compassion and a common-sense approach.”

Force objectives:

1. Reducing the workload pressure across local policing to improve confidence and visibility.
2. Improve our investigative quality, victim care and crime recording standards.
3. Respond to contact from the public more quickly and effectively, with better triage, leading to enhanced service delivery.
4. To develop a flexible and agile policing service to communities through an operationally competent workforce, without constraint or boundaries.
5. Increase supervisory capacity and capability and develop a future proofed workforce plan which reflects projected demand and public need.
6. Align our estate, fleet, and ICT objectives with public and organisational need.

About Devon & Cornwall Police

We play a big part in county lines investigations and have specialist teams that you'll be familiar with from your own force, like the ARV team and dog handlers. We also have a very active drone unit and rural policing teams.

The Force area is divided into four Basic Command Units, under a Chief Superintendent: Cornwall & Isles of Scilly (CIOS) Plymouth, South Devon North, East & West Devon (NEW).

Our policing family is made up of:

Officers - 3,716

Staff - 2,163

PCSOs - 144

Specials - 209

Volunteers - 251

Moving to Devon and Cornwall

We might cover some of the UK's most beautiful countryside and coastline, but policing in Devon and Cornwall is as challenging as anywhere else in the country.

To give you an idea of scale, our Force is the 4th largest in the UK by area and the largest in England. Devon has the longest road network in the UK at over 8,000 miles and Cornwall has the longest coastline, at 675 miles (Devon has the third longest, with 509 miles). That's quite a patch to cover and shows what a unique area this is to work in.

As well as a huge rural beat, we also have many urban areas to police. Exeter and Plymouth are major cities and large towns like Penzance, Torquay, Barnstaple, St Austell, Exmouth and Truro have their own character and issues. The Isles of Scilly are also part of our Force area and as a group of small islands 80 miles from the mainland they have their own distinct feel.

COASTAL



RURAL



URBAN





Devon & Cornwall Police Executive structure



**A/Chief Constable
Jim Colwell**



**Director of Finance
& Resources
Sandy Goscombe**



**T/Deputy Chief
Constable
Dave Thorne**



**Director of Legal,
Reputation
and Risk
Mike Stamp**



**T/Assistant
Chief Constable
Steve Parker
(Crime, Justice &
Vulnerability)**



**Assistant
Chief Constable
Nikki Leaper
(Contact &
Strategic
Planning)**



**Assistant
Chief Constable
Jim Pearce
(Operations)**



**Assistant
Chief Constable
Glen Mayhew
(Local Policing)**



**Assistant
Chief Officer
People
Alexis Poole**

The Role of the Superintendent

Overview

Superintendents lead a large and/or complex area of command within forces and across collaborations, strategic alliances and partnerships, carrying responsibility for all activities in their area. They may also carry responsibility for strategic or policy lead for one or more areas of policing across the force or organisation.

Superintendents also play a critical lead role in operational policing for major or critical events or incidents; planning and directing the activities in line with the legal framework and wider policing policies/objectives to uphold the law and ensure public safety and strengthen public confidence. This role carries specific legal powers to enable the maintenance of law and order.

Superintendents contribute to the development of culture, climate and working processes in their area to ensure adherence to standards, and the promotion of accountability and continuous improvement.

We have over 30 superintendent posts across our business and geography. Whilst these do change as we evolve we currently have Local Policing Area Commanders, Partnership Superintendents and Detective Superintendents in our four BCUs. We have three Superintendent roles in our Operations Command, four in our Crime Command and four in our Vulnerability Command. We also have a number of roles supporting our change programme.

Key accountabilities

- » Lead the development and implementation of policy and strategy in own areas of responsibility, in line with force/organisational and national directives, and contribute to the development of force/national policy in order to ensure compliance with legal and operational requirements and ensure continuous service improvement and consistency of practice.
- » Develop resource and budget plans for their areas of responsibility, in line with force priorities, in order to enable delivery of the force or organisation's policing plan.
- » Lead, motivate, engage, manage and develop a team of policing professionals and provide leadership to a significant area of command/area of responsibility, protecting and promoting workforce wellbeing and professional standards to enable a high performing team.
- » Lead responses to major events and serious/complex investigations, setting strategic/tactical objectives and priorities, assessing and managing threats/risks and directing the deployment of resources to ensure an appropriate and effective response in line with legal and force requirements.
- » Fulfil the authorising responsibilities of superintending ranks and maintain operational oversight, holding accountability for compliant policing responses in order to achieve operational objectives and protect the public.
- » Lead, manage and co-ordinate the allocation of appropriate resources within a significant area of command/area of responsibility, in line with force/organisational priorities in order to meet demand and maximise the efficient use of resources.
- » Negotiate and control internal and external budgets within areas of responsibility and partnership arrangements, influencing budget allocation, in order to meet the force or organisation's priorities and make financial savings where required to maximise value for money.
- » Lead and manage performance within a significant area of command/area of responsibility, to meet appropriate standards and address areas of organisational underperformance in order to deliver on force/organisational objectives.
- » Lead collaboration/strategic alliance with other forces/organisations, managing resources and capability within a complex collaboration arrangement with multiple stakeholders/partners and organisational constraints, in order to drive resource efficiencies and consistency of service delivery.
- » Develop, manage and maintain strategic relationships with local and regional partners, effectively influencing and collaborating to enable the achievement of objectives for the force/their area of command/responsibility to improve public safety and build trust and confidence in policing.
- » Develop and own the strategy for the force's/organisation's response in respect of an incident or investigation to the media, wider public and external stakeholders and represent the force/organisation to provide information, improve visibility and build confidence in policing.
- » Lead the assessment of future demands and emerging threats within own area of command/area of responsibility, developing and adapting operational and workforce plans to ensure that these demands are effectively anticipated and met.
- » Lead the design and implementation of significant organisational change projects or programmes within area of command/area of responsibility, in order to drive continuous improvement to public safety and best practice in service delivery.





Behaviours

All roles are expected to know, understand and act within the ethics and values of the police service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

Resolute, compassionate and committed

We are emotionally aware	Level 3
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We take ownership	Level 3
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Inclusive, enabling and visionary leadership

We are collaborative	Level 3
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We deliver, support and inspire	Level 3
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Intelligent, creative and informed policing

We analyse critically	Level 3
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We are innovative and open-minded	Level 3
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Terms of Appointment

You will be appointed to the role of superintendent in line with police regulations.

Place of Work

Devon & Cornwall Police is a flexible employer and offers the ability to work from various locations, including home, when commitments allow. We will be happy to discuss a work location as part of your appointment process, which will take consideration of organisational requirements. Working hours are as needed to fulfil the requirements of the role, including operational callouts.

Salary

Commencing salary £77,121 per annum plus allowances (subject to conditions).



The Process

Applications are invited from internal and external candidates who have the required experience and share the force values:

Tuesday 26 March 2024	Process launch date
Friday 3 May 2024	Closing date for applications
w/c 6 May 2024	Shortlisting of application forms
Friday 17 May 2024	Candidates to be invited to assessment day
28 to 31 May 2024	Promotion assessment

Application process

Officers are required to complete a short application, providing evidence against questions that are aligned to the Competency and Values Framework (CVF). All completed applications must be returned to Alliance Resourcing by Friday 3 May 2024.

Shortlisting

Applications will be assessed and those who are successful will be invited to an assessment day.

Promotion assessment:

Tuesday 28 May to Friday 31 May.

The promotion assessment will consist of two elements. A structured interview with a presentation which will take place in person at Exeter police station. An operational briefing which will take place virtually via Microsoft Teams. The interview questions will be the same as the questions within the application form. The presentation topic will be provided to you in advance of your interview date

Part 1: Presentation and Interview

Panel
Deputy Chief Constable
Chief Superintendent/police staff equivalent
HR Representative

Presentation

You will be required to prepare a PowerPoint presentation in advance – this will be delivered to the panel at the start of your interview. The presentation topic will be provided to you on your invite to the promotion assessment. You will be afforded 10 minutes to deliver the presentation to the panel, followed by 10 minutes for the panel to ask questions.

Structured Interview

Your interview delivery will last 40 minutes, and you will be asked four core questions. These questions will be the same questions that are detailed within the application form to ensure you have sufficient time to prepare. You will be given five minutes to provide your initial response to each question and the panel will then have five minutes to ask any follow up questions.

Part 2: Operational Briefing Scenario

Panel
Assistant Chief Constable
Chief Superintendent/police staff equivalent

The operational briefing will detail an operational situation which will consist of multiple different elements. You will be asked to assume the rank of superintendent in this situation and will be asked to detail your response. The purpose of the briefing is to mimic a real-life scenario, which you could be placed in as a superintendent and assess your operational competence. You will be provided with 30 minutes to prepare your response. You will then be afforded 10 minutes to deliver your response, followed by 10 minutes for the panel to ask questions.

Support for candidates:

Reasonable adjustments can be requested, and if you wish to discuss any reasonable adjustments, please do not hesitate to contact the Alliance Resourcing Team via email to

alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk

Contact details for candidates to use:

If you would like to discuss this opportunity in any further detail, please contact the Alliance Resourcing Team via email to alliance-policeofficepostingandpromotions@devonandcornwall.pnn.police.uk who would be happy to provide further information about any aspect of the role, our requirements and the benefits involved.



Devon & Cornwall
POLICE

Our Mission

We detect and
prevent harm;
protect the
vulnerable and
reduce crime



Devon & Cornwall
POLICE

Briefing Documents

About the Force

<https://www.devon-cornwall.police.uk/police-forces/devon-cornwall-police/areas/about-us/about-us/>

Police and Crime Plan 2021-25

<https://www.devon-cornwall.police.uk/police-forces/devon-cornwall-police/areas/about-us/about-us/police-and-crime-plan-2021-25/>

HMICFRS 2021/2022 PEEL Inspection Report

<https://hmicfrs.justiceinspectorates.gov.uk/peel-assessments/peel-assessments-2021-22/devon-and-cornwall/>

