



Dorset Police – Special Constabulary Chief Officer Selection Process

Applications are invited from individuals for the role of Chief Officer of the Special Constabulary. The Special Constabulary is an integral and valued part to policing in Dorset and this is an exciting opportunity to complete a voluntary role and join one of the highest performing Police Services in the United Kingdom.

This opportunity is open to any interested individual and there is no requirement to be a serving member of the Special Constabulary. Individuals who are interested in applying for this opportunity should read the advert fully and follow the instructions detailed in the how to apply section. Individuals who are not currently serving members of the Special Constabulary should ensure they meet the entry requirements for the role Special Constable which can be found on our website [here](#).

The Role

As Chief Officer you will be fully committed to public service and key values, transparency, impartiality, and integrity. You will inspire the Special Constabulary and others to achieve and drive the vision across the organisation whilst helping to deliver on local policing priorities to continue to make Dorset one of the safest counties to live, work and visit. You will also assist in the strategic planning and development of the Special Constabulary.

Reporting to the Assistant Chief Constable you will possess excellent leadership skills, the ability to inspire and motivate others, creativity, and a willingness to give up your time to support Dorset's communities. You will have experience of working at a strategic level, liaising with partners/stakeholders, you will also have experience of managing teams or supervising and have operational experience of policing. Ideally experience in management of teams of volunteers.

Joining Dorset Police as the Chief Officer you will demonstrate strong values and driven leadership and the ability to motivate and inspire others. You will work closely with the leadership teams of the Dorset Police to ensure the Special Constabulary provides a professional, effective, and efficient service to communities and helping the force achieve its mission and objectives.

You will have proven leadership skills in challenging elements of operational policing, evidencing work and influence across significant boundaries or experience within regional/national context.

For further information about the role, please view the Policing Professional Profile included within the attachments for this advert.

About Dorset Police

Our vision - To provide an outstanding service to the people of Dorset

Our Force covers a hugely diverse geographic area, from the dramatic cliffs of the Jurassic Coast to rolling hills inland. Although Dorset is predominantly rural, we also police Bournemouth and Poole, an urban area larger than most British cities, and

many towns and villages. In addition, Dorset is one of the most popular tourist destinations in the country, with millions of visitors coming every year to enjoy the spectacular scenery and sandy beaches. This makes policing in Dorset a unique challenge but one that our staff rise to with courage and pride.

Dorset Police covers approximately 1,024 square miles of land and a similar body of water off the coastline. Dorset is one of a very few counties to not have a motorway to patrol. But does have three very busy main roads and over 3,332 miles of roads to Police.

Annually Dorset Police provides a policing coverage for around 0.8 million residents, which increases during term time with students from the universities and colleges. A further 11 million visitors come to Dorset each year for short breaks or holidays. The county, despite being classed as 93.7 per cent rural, includes an airport and seaports, serving internal and international freight and passenger travel.

Dorset Police Special Constabulary

Special constables are volunteer police officers with the same powers as regular officers. They volunteer a minimum average of 16 hours per month, tackling crime and supporting policing objectives in their communities.

Special constables are recruited locally and work with the wider policing family to provide:

- Greater community involvement in policing
- Increased support for neighbourhood and operational policing
- Communities with a voice and an opportunity to share responsibility for community safety outcomes
- Greater additionality to manage demand
- Information and intelligence exchange between agencies and communities

In Dorset Police, we have over 140 Special Constables who support our policing objectives and operations. Thousands of hours of service are voluntary provided every year and this is an exciting opportunity to assist with the strategic objectives of the Special Constabulary.

Process Timeline

Special Constabulary – Chief Officer Selection Process Timeline	
Friday 02nd July 2021	Process launch and application available
Sunday 18th July 2021	Closing date for applications
Monday 19th July 2021	Shortlisting of applications

Tuesday 27th July 2021	Interview
Pre-requisites	<p>The successful candidate at interview will be required to satisfactorily complete the following pre-requisites:</p> <ul style="list-style-type: none"> Police security vetting checks Fitness Test Biometric testing (fingerprints and DNA) Drugs test Medical <p>Further information about the pre-requisites will be provided as the process progresses.</p>
Training	<p>If the successful candidate is not currently a member of the Special Constabulary full training will be provided to ensure they gain an understanding of the role and gain police powers.</p> <p>Further details of the training will be provided as the process progresses.</p>

How to Apply

To apply for this opportunity candidates should download and fully complete an application form which is attached to this advert. Applications should provide evidence against the following key areas as the shortlisting process will be assessed against these:

- Proven experience of People Management.
- An understanding of the Special Constabulary National Strategy and how you will drive this forward in Dorset Special Constabulary.
- Proven understanding of the need for organisational change and the ability to champion change and encourage and support others to make it happen.
- Proven experience of working with partners and stakeholders to achieve shared goals.
- An understanding of the Positive Action Strategy and how you will use this to promote diversity, inclusion, and equality within Dorset Special Constabulary.

Please send your completed application forms to dp-citizensinpolicingrecruitment@dorset.pnn.police.uk by **Sunday 18th July**.

The Selection Process

Shortlisting

The shortlisting panel will consist of Sam de Reya, Assistant Chief Constable, Jo Mosley, Director of People & Support Services, and an HR Representative.

Interview

The interview panel will consist of Sam de Reya, Assistant Chief Constable, Jo Mosley, Director of People & Support Services, and an HR Representative.

The interview will include a presentation delivery and a structured interview. All elements of the interview will be assessed against the Competency and Values Framework (CVF) for Policing.

Presentation Preparation

Individuals will be provided with the presentation topic ahead of their interview date and will be expected to prepare their presentation in advance. Details of the which areas of the CVF are being assessed for the presentation will be included within your invite to interview.

Presentation Delivery (20 minutes)

Your interview will begin with your presentation delivery and you will be afforded 10 minutes for this. The panel will then be provided with up to 10 minutes to ask questions about your presentation.

Structured Interview (30 minutes)

Individuals will be asked four CVF based questions. Details of the which areas of the CVF are being assessed for the interview will be included within your invite to interview.

Further Information and Reasonable Adjustments

Dorset Police have a strong commitment to equality and diversity both within the organisation and in the service we provide. We aim to employ a representative workforce that reflects the communities we serve. To provide a high level of service, we encourage applications from underrepresented groups, and we are proud to pursue a policy of 'Positive Action' in an attempt to achieve this.

Applications from individuals from any under-represented group are particularly welcomed. If you would like to apply for support from Positive Action please click this [link](#).

We are committed to ensuring we complete fair and inclusive processes. If you require any reasonable adjustments please contact our Resourcing team via dp-citizensinpolicingrecruitment@dorset.pnn.police.uk and we will be happy to discuss this.