

Policing Professional Profile

Special Constabulary Chief Officer



Job Family:	Core Rank
Level:	Service Function Lead/Force Leader
Department	Special Constabulary
Line Manager	Assistant Chief Constable

Role Purpose

To support Dorset Police in achieving its objectives by assisting in the strategic planning and development of the Special Constabulary.

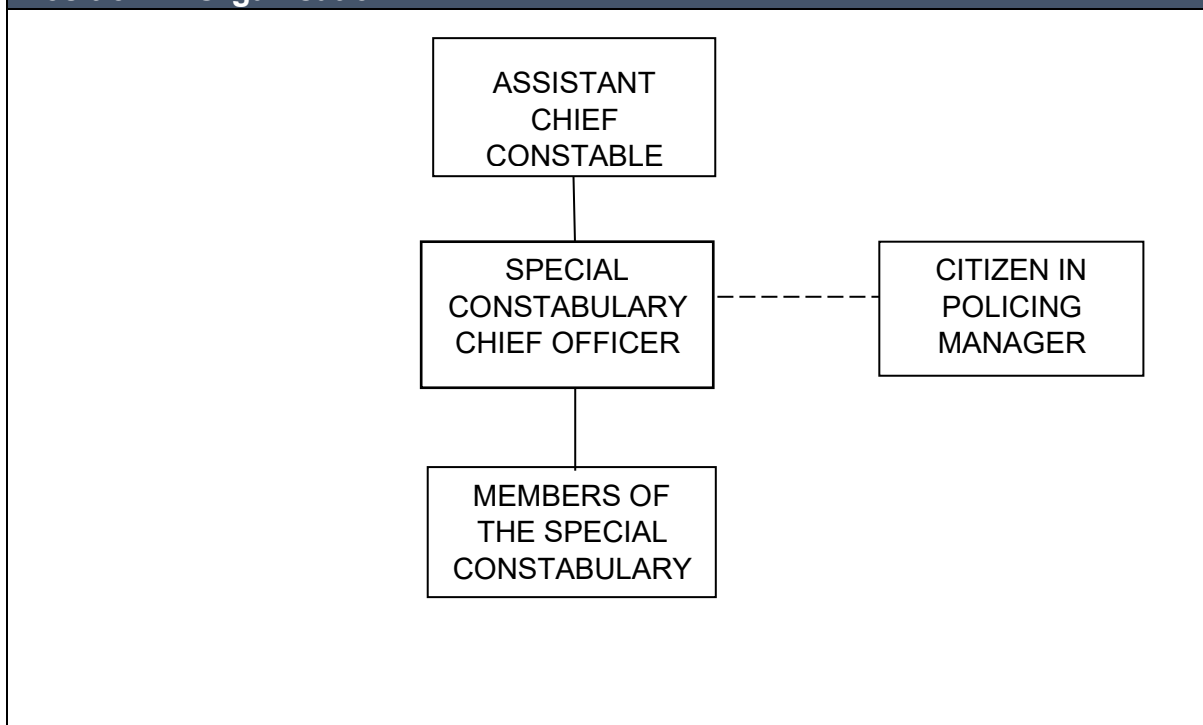
To promote & represent Dorset Special Constabulary at various meetings and events including:-

- Chair Regular SC senior leadership meeting Regional meetings every six months
- Award Ceremonies
- Attestation Ceremonies
- Monthly meeting with ACC
- Monthly meeting with VST
- Regular meetings with Citizens in Policing lead
- Special Constabulary National Conference

Key Accountabilities

- Represent the Dorset Special Constabulary nationally, regionally and internally at meetings and events
- Promote the role of the Special Constabulary within a diverse range of Dorset Communities
- Work with the Assistant Chief Constable to establish and monitor strategic direction of the Special Constabulary in line with the Citizens in Policing strategy
- Work with the Volunteer Support Team to oversee the implementation of strategy to bring a cohesive approach to the strategy for volunteers.
- Promote the Special Constabulary as an integral part of the operational activity of Dorset Police.
- Act as a visible figurehead internally and externally
- Raise the profile of the Special Constabulary, championing and promoting diversity, inclusion and equality with a focus on improving community confidence in Dorset Police.
- Encourage professionalism by providing a strong identity for the Special Constabulary.

Position in Organisation



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
We are innovative and open-minded	Level 3

Education, Qualifications, Skills, and Experience

Prior education and experience:

- Experience in managing or supervising volunteers. Ideally experience in the management of teams of volunteers.

Skills:

- Skilled in planning and objective setting to medium and long-term cycles, coordinating a complex range of activities and balancing competing needs.
- Able to make complex decisions, applying appropriate frameworks, models and risk management processes and anticipating the implications of decisions.
- Able to apply or devise problem solving methodologies or specialised concepts and methods of analysis (or commission them from others), to clarify and/or solve multifaceted and complex problems.
- Able to identify relevant potential opportunities/threats and assess the impact of events and trends to inform internal planning.
- Ability to develop and implement problem solving methodologies and a knowledge of evidence based policy.
- Able to use a range of communication and influencing techniques and methods to successfully negotiate, collaborate and/or effect change.
- Skilled in engaging a diverse range of stakeholders and partners to enable effective collaboration which draws upon a diverse range of skill sets.
- Able to lead, develop and motivate a diverse team; creating strong engagement with the function's performance objectives and with Force values and behaviours.
- Skilled in coaching and mentoring to enable appropriate career and professional development.
- Able to drive cultural and operational change across a diverse team, creating a culture of innovation and creativity.
- Able to operate with political astuteness, able to understand how to most effectively challenge the status quo.

Continuing Professional Development (CPD)

Special Chief Officer should reflect upon their existing knowledge, skills and experience to identify and plan their professional development alongside the following examples. Below are some suggested examples but are by no means exhaustive:

- Maintain knowledge and understanding of Police Regulations and College of Policing Guidance, best practice and any local policy applicable to the operational police context and leading and managing teams.
- Maintain and update key knowledge, understanding and skills relating to criminology, legislation, policy and practice across all functional policing areas of operational policing.
- Maintain knowledge and understanding of new approaches to evidence based policing research and analysis synthesise these into working practice.
- Role model continuing professional development, coach and/or mentor colleagues, leading by example by sharing learning and reflections to support the professionalisation of the police service
- Maintain a working knowledge and understanding of new and evolving crime threats and priorities; and current best practice to tackle these in order to enable a pro-active and preventative approach.
- Maintain commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local and national level, wherever possible taking advantage of shadowing
- Maintain knowledge and understanding of performance management process and ensure they are implemented effectively when managing teams.
- Complete all annual and mandatory training including for example, fitness tests, personal safety training, first aid, and protecting information.

Professional Registration/Licences

Not applicable.

Links to other profiles