Chief Constable
Recruitment Pack



Police & Crime Commissioner
FOR HERTFORDSHIRE

Contents

Foreword	4
Living and working in Hertfordshire	6
Our policing area: Hertfordshire	8
The budget	10
Making Hertfordshire Safer: Police and Crime Plan	12
Chief Constable role profile	14
Key accountabilities	16
Education, qualifications, skills and experience	18
Behaviours, competencies and values framework	20
Chief Constable terms and conditions of appointment	22
Recruitment timetable and how to apply	24



Foreword from Jonathan Ash-Edwards



Thank you for your interest in becoming the next Chief Constable of Hertfordshire. This position offers a genuinely exciting opportunity to make a difference.

Hertfordshire is a safe county that offers a huge amount of opportunity to its residents. But every month, thousands of people will still become victims of crime and many more will call the police for help, often at times of real vulnerability.

My expectation as Police & Crime Commissioner is that the Constabulary works to deliver an excellent service to the public, keeps the county safe, prevents crime and brings criminals to justice. I, and the public, overwhelmingly want the police to succeed in this mission.

The foundations are strong. Thanks to the work of current and former leaders, the Constabulary is held in high regard and trusted by our communities. A strong neighbourhood policing model has been retained based around our 10 districts. The 'prevention first' ethos runs through the organisation. A firmly established collaborative approach to many services is in place with neighbouring forces.

But there is still much to do. This month, HMICFRS published their inspection report on the Constabulary. It showed there are many areas where it has been performing well, but there are also areas which need attention and improvements made at pace.

The opportunity for the new Chief Constable is considerable. Hertfordshire is at the forefront of piloting the use of AI and automation with game-changing potential for freeing up officer time. A brand new £70m HQ is under construction and due for completion in 2026 to provide modern facilities for our people. And the ability to work with a new PCC to shape and deliver an ambitious new Police & Crime Plan.

Hertfordshire offers diverse and complex policing challenges. Urban areas that can bring crime issues often associated with cities. Prosperous market towns that can be targets for acquisitive crime. Rural communities sitting alongside major transport corridors. Areas of disadvantage that are sometimes hidden in the county's broader success. And a need to relentlessly focus on the safety of women and children.

Since my election in May, I have worked hard to get to know the Constabulary and the demands and pressures it faces. I have spent time with officers across the county to see first hand the vital work they are doing and understand how I can make a difference in my role.

I've championed Operation Hotspot, our approach to hotspot policing in town centres which is already seeing real results in driving down crime, anti-social behaviour and violence and increasing visibility to the public. And my national portfolio, prevention and children & young people, is focused on my key interests and areas of strength for the Constabulary.

The relationship between a Chief Constable and Police & Crime Commissioner is one of the most important in our public services. It matters to me and I know that it will matter to you when considering whether to apply.

I am highly committed to public service and experienced in strategic leadership and governance roles that need to work closely with an operational leader, mindful of each other's distinct responsibilities. Whether working with a Chief Executive when I was a Council Leader, or with Headteachers in school governance, I have always believed that we succeed together, with clear priorities, an understanding of the trade offs and a focus on delivering the best possible outcomes for the communities we serve.

What am I looking for in the next Chief Constable?

Ambition - I'm ambitious for what we can achieve to make Hertfordshire safer. My Police & Crime Plan will have clear areas of focus on prevention, strengthening local policing, getting tough on neighbourhood crime and anti-social behaviour, protecting vulnerable people and supporting victims. You will also have an ambitious approach in leading the fight against crime and reducing harm, in both your strategic and partnership leadership and operational impact.

Delivery - the public's core expectations of policing are not unreasonable. Be responsive when needed. Visible and proactive wherever possible. Investigate crime without fear or favour. Deliver justice for victims and consequences for criminals. Inspire trust and confidence through high standards. You will have a laser focus on delivering on these expectations for the people of Hertfordshire, driving up outcomes and ensuring we get the basics right.

Leadership - our people are our most important resource and I have been incredibly impressed by the talent and dedication of our officers, staff and volunteers. I know that policing is a tough job that requires courage in a media spotlight that can be unforgiving. You will be a leader who inspires, challenges, supports and values our people, develops talent around you and creates organisational energy on key priorities.

Creativity - the financial outlook for the Constabulary is challenging, there is growing complexity in the demand on policing and, despite having more officers than ever before, the number one public ask in my recent survey is more visible patrols. Squaring the circle on these and other challenges is going to require significant creativity. You will thrive on new ways of thinking, embrace technology and are willing to innovate alongside having sound management skills to ensure we build financial sustainability.

I hope this recruitment pack captures your interest in the fantastic opportunity to become the next Chief Constable of Hertfordshire. I would greatly welcome informal discussion about the position in strict confidence. Please contact my Deputy Chief Executive, Gavin Miles, at gavin.miles@herts-pcc.gov.uk.



Jonathan Ash-Edwards
Police and Crime Commissioner for Hertfordshire

Living and **working** in Hertfordshire

Hertfordshire is regularly rated as one of the best and most desirable places to live, with its residents amongst the happiest and healthiest in the UK.

The county is full of contrasts which blend together to create a superb quality of life. Thriving modern towns have developed amongst historic market towns. Country lanes and sleepy, picturesque villages are never far away.

Hertfordshire's location means there is always something to see or do. From visiting historic homes set in beautiful parkland to spending time at wildlife parks, shopping, browsing round galleries or relaxing at theatres or cinemas. Bustling market towns provide plenty of places to shop from designer boutiques to High Street names and café-bars, traditional pubs and restaurants to suit all tastes and budgets.

Half of Hertfordshire is designated Green Belt so, living here, you'll discover miles of unspoilt countryside, ancient woodland and hills where you'll be able to walk, ride or cycle. The city of St Albans dates back 2,000 years, is home to the ruins of the Roman town of Verulamium and its amazing mosaics.

If you enjoy sports – including white-water rafting, golf or cycling, the 10,000-acre Lea Valley Park follows the River Lea through Hertfordshire close to Cheshunt, Broxbourne and Hoddesdon.

Outstanding transport links include the M1, A1 and M25 with London airports Heathrow, Stansted and Luton all on the county's doorstep. Hertfordshire's southern border is just 12 miles from the centre of London. Also surrounding Hertfordshire are the counties of Essex, Cambridgeshire and Bedfordshire. Hertfordshire also shares an Area of Outstanding Natural Beauty around the Chiltern Hills with neighbouring Buckinghamshire.





The close proximity of London provides employment and studying opportunities with commuters making the most of the fast train links into central London. There is also the University of Hertfordshire based in Hatfield which attracts students worldwide. The largest town in Hertfordshire is Watford, which has a thriving shopping centre and business parks. Other large, historic towns include Bishop's Stortford, Hitchin and Hertford. New towns include Letchworth and Welwyn Garden City. The county is fast becoming the Hollywood of the UK, with many of the world's biggest blockbusters filmed at various studios based in Hertfordshire.

The county is a fantastic place for families boasting excellent primary and secondary schools, in both the public and private sector. Warner Brothers studios is home to Harry Potter World, and there is also Hertfordshire zoo to keep the children entertained.



Our policing area

2,394 police Officers, PCSOs **162**, Police Staff **1,598** & Specials **141**

Average daily figures:

Hertfordshire police demand: 522 **'999'** calls received; 812 **'101'** calls received

211 Crimes recorded; **51 DA** incidents recorded; **3 Knife crimes** recorded; **76 violence** against the person; **319 Incidents** attended; **15 ASB** incidents attended (of 67 recorded); **34 People** taken into custody

Herts covers an area of **634** square miles with a population of **1.2m** One County Council and **10** District or Borough Councils.

In recent years the issuing of Domestic Violence Protection Notices has increased annually from single figures to over **100**

Impressive Prevention First strategy is preventing harm, crime and offending while increasing trust with the public

Well established neighbourhood policing teams in communities with at least one station in each of the county's **10** districts

Innovative Operation Chrysalis providing holistic and proactive approach to changing behaviour of domestic abusers

The Special Constabulary have reported they felt a sense of **value** and **belonging** within the organisation.

Force Management Statement

The most recent FMS identified a sustained increase in demand for police services. Due to national uplift and local Council Tax funding, there are more police officers than ever before in Hertfordshire. The FMS records that there has been a reduction in overall crime in the past year placing the county first in its most similar forces group (MSF). At the same tiwme, criminal justice outcomes increased to **13.2% placing** Hertfordshire second in MSF.

Collaboration

Hertfordshire Constabulary has well established collaborations with neighbouring forces. The principal work is with Bedfordshire and Cambridgeshire where three groups of services are delivered across the counties on a shared basis providing resilience, efficiencies and economies resulting in a sustainable structure that supports local policing. Each force hosts one group of these services, with Hertfordshire's comprising Firearms and Explosives Licensing, ICT, Cameras Tickets and Collisions and criminal justice and custody. There is also a network across the 7 south eastern forces to share good practice as well as some functions, for example procurement and firearms training.

HMICFRS PEEL Inspection

In its most recent PEEL report published in October 2024 HMICFRS identified some positive and innovative practices in Hertfordshire, but also a cause for concern relating to recording of offences, in particular crimes of violence. The report provides clear indications of areas of service the new chief constable will need to address to bring those areas back to levels of service found in other areas of the Constabulary's service to the public.

Peel table 2024

Recording data	Police Powers	Preventing Crime	Responding to Public	Investigating crime	Protecting vulnerable people	Managing offenders	Supporting workforce	Leadership
Inadequate	Adequate	Good	Requires Improvement	Requires Improvement	Requires Improvement	Adequate	Adequate	Requires Improvement



The **budget**

On February 8 2024 the Hertfordshire and Crime Panel supported the budget proposals for 2024/25 and the Medium-Term Financial Strategy.

This provides an overall net budget of £267.4m for the Commissioner to secure an effective and efficient policing service.

The Commissioner is working to ensure that all resources are spent as effectively and efficiently as possible in the delivery of his forthcoming Police and Crime Plan.

As the role and focus of the OPCC continues to develop, the Commissioner will continue to invest in commissioning non-policing services.

This is particularly important as he invests in preventative initiatives along with victims and criminal justice services which are provided by other public bodies or the voluntary and community sector.

Currently this equates to 0.6% of the overall net budget, details of how the PCC intends to spend this money in 2024/25 will be published on the OPCC website as well as commissioning intentions for the future.

PCC Funding Allocation 2022/23

Chief Constable Policing

Includes all front-line policing services that are both visible and non-visible to the public. This includes all police officers in neighbourhood teams, response and detectives. It also includes police staff crime investigators, 999 and 101 call handlers and Police Community Support Officers.

Shared Services

Functions which provide support and enable the front-line and Hertfordshire Police and OPCC to deliver effectively. This includes functions such as ICT, Roads Policing, Scientific Services, Major Crime, Armed Policing, L&D, HR and ICT. These services are hosted by either Bedfordshire, Cambridgeshire or Hertfordshire Police.

Capital Financing

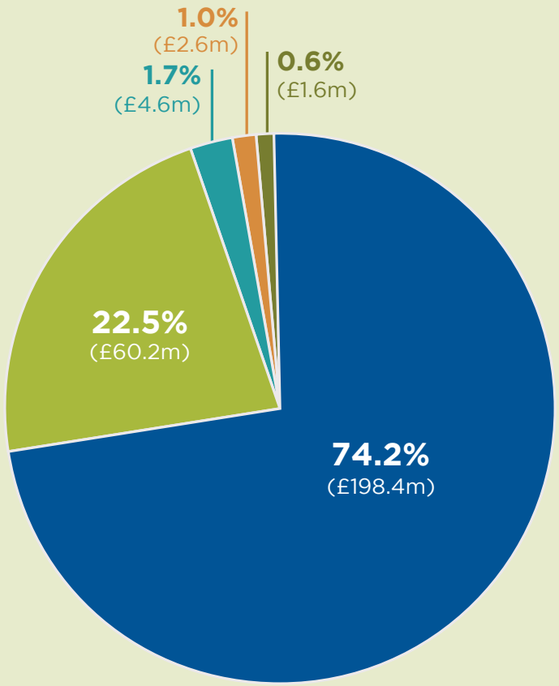
This is the amount of money that is directed to servicing the debt associated with long-term investments such as estate, ICT (incl. laptops) and vehicles.

OPCC Office

This is the cost of the OPCC to deliver the responsibilities and requirements of the PCC,includes the PCC and all legally required posts, service recovery and police complaints, and co-ordination of victim services, community safety and criminal justice.

OPCC Commissioning

This is the OPCC funding directed to service provision outside of policing. This includes all victim support services, work to tackle domestic abuse, prevent offending and early intervention and supporting community initiatives to prevent and reduce crime.



Making Hertfordshire Safer:
Police and Crime

A recent survey carried out by the OPCC showed:

- The majority of residents feel safe across Hertfordshire: **87%** say they feel safe in general and **88%** feel safe within their local neighbourhood.
- ASB **(38%)**, people using or dealing drugs **(21%)** and violent behaviour **(19%)** make residents feel unsafe.
- More than two-thirds say they have confidence in the police in their area **(68%)**; a similar percentage say they are confident the police bring offenders to justice **(67%).** More than three-quarters say the police in their area are doing a good job **(78%).**
- Seven in every **10** feel that officers should spend more time patrolling.

The Commissioner was elected in May 2024 and he and his office office are now working on publishing a new police and crime plan for 2025-2030. The PCC recognises the complexity of the demand and changes in crime trends but also wants to capitalise on the innovation the Constabulary has been doing in relation to digital capability. On the next page are the priority areas for the plan, with a flavour of the type of work that will be outlined for the Chief Constable, the Constabulary and the OPCC.

Preventing crime and harm

- Taking our established and funded programmes and approaches to the next stage
- Working upstream to target violence against women and girls perpetrators, county lines gangs, fraud and cyber criminals
- Working with partners to reduce inefficiencies in the system and reduce demand

Strengthening local policing

- Getting ahead of the government policy on named officers in every community
- Capitalising on our hotspot policing programme, embedding and making sustainable for the future

Getting tough on neighbourhood crime and anti-social behaviour

- Key areas to improve neighbourhoods and enterprise will include shoplifting and retail crime, burglary, theft and personal robbery, antisocial behaviour and protecting our rural community from rural crime such as fly-tipping

Disrupting high harm criminality to protect vulnerable people

- A priority focus on domestic abuse and violence against women and girls, alongside a study on victim attrition of rape
- Making Hertfordshire a safer place for young boys growing up, who are overwhelmingly the victims of person robbery
- Fraud – digital burglary and wider scams and cyber crime

Bringing more offenders to justice and supporting victims

- Improving detection rates across all crimes, with a focus on high harm and burglary
- Setting up Immediate Justice schemes and strengthening out of court resolutions
- A focus on prolific shoplifters

Improving service to the public

- Responding to our HMICFRS inspection recommendations
- Ensuring we mobilise digital innovation to improve inefficiency
- A focus on financial sustainability

Chief Constable role profile

Accountable to: Police and Crime Commissioner for Hertfordshire

Location: Welwyn Garden City Police Headquarters, Hertfordshire but with force-wide responsibility.

Responsible for: The direction and control of Hertfordshire Constabulary in order to provide the area with an effective and efficient police service and fulfilment of all the statutory and legal obligations of the Office of the Chief Constable. The post holder will be expected to pay due regard to the Police and Crime Plan for Hertfordshire; a refreshed plan will be produced by May 2025..

Role Purpose

The Chief Constable has overall responsibility for leading the force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.

The Chief Constable is also responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the Office of Chief Constable and complying with any Schemes of Governance or consent that exist, which determine force governance arrangements.





Key Accountabilities

Set and ensure the implementation of organisational and operational strategy for the Constabulary, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.

Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.

Develop and maintain governance arrangements and processes within the force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.

Champion and lead the creation of an organisational climate that is inclusive, builds confidence in doing the right thing, promotes ethical behaviour, and maximises the value brought by different perspectives and experiences, by role modelling the right behaviours and ensuring the right systems and processes are in place so that the force is designed and operates in line with its values and ethics to enable successful policing.

Lead, inspire and engage the Force, communicating a clear direction, and setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively deliver the Force vision and goals.

Hold accountability for force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.

Fulfil the authorising responsibilities of a Chief Constable for example, authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses in order to protect the public and further develop the Constabulary's operational strategies.

Lead and command the operational policing responses on occasion, in the most high risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.

Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.

Develop and maintain strategic partnerships and relationships with local, regional and national partners, influencing across the diverse stakeholder landscape to generate consensus on how best to collaborate and work together on shared outcomes, and make a leading contribution to improvements and change in the broader operating context to enable the achievement of the Force objectives.

Represent the force at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.

Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.

Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.

Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.

Education, qualifications, skills and experience

- Has held rank of ACC/Commander or a more senior rank in a UK Police Force (or have held one of the designated roles if appointed from overseas).
- Authorising Officer Training.
- Wide ranging operational law enforcement experience.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.
- Experience of accountability for management of significant budgets.
- Up to date operational/technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

Core Skills

All roles in policing have nine core skills in common. These skills are split into levels that represent the different levels of policing.

This role should be operating at, or working towards, the following levels:

- **Communicating and influencing** – Level 5
- **Problem solving** – Level 5
- **Performance management** – Level 5
- **Relationship management** – Level 5
- **Change management** – Level 5
- **Managing people** – Level 5
- **Managing resources** – Level 5
- **Planning** – Level 5
- **Technology** – Level 5

Continuing Professional Development

A programme of professional development will be agreed by the Commissioner, informed by the outcomes of regular performance appraisals and emerging developments in policing.

Learning and accreditation

- Complete all annual and mandatory training.
- Any exemptions to learning and accreditation requirements are at chief constable discretion, in line with the local force policy.

Professional development

This role should consider the following CPD:

Personal skills

- Role model continuing professional development and lead by example by sharing learning and reflections to support the professionalisation of the police service.
- Maintain knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context.
- Attend bi-annual National Chief Constable CPD events.
- Participate in coaching and/or mentoring opportunities for self and others to use and share the learning to inform own and others' approach to leadership, management and policing.

Business Skills

- Maintain commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local and national level.
- Maintain knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally.
- Contribute to evidence-based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing.

Professional Skills

- Build and participate in peer networks and action learning sets to enable approaches to joint problem solving, share learning locally, regionally and nationally to support business process modernisation, efficiency and continuity.
- Maintain knowledge of College of Policing Guidance, best practice and national and local initiatives and policies applicable to the strategic policing context.
- Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of the College of Policing leadership development learning content that is relevant to the role/rank.
- Maintain knowledge and understanding of political, economic, social, technological, legal and environmental factors and developments to inform strategic policing plans and enable an efficient and effective approach to policing and ensure the force is able to tackle new and evolving crime, threats and priorities.
- Work with national policing agencies and bodies, such as His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), National Crime Agency (NCA) and the College of Policing and participate in and contribute to serious case reviews and Independent Office for Police Conduct (IOPC) investigations to ensure the force meets and maintains professional standards.
- Complete all annual and mandatory training to retain occupational and operational accreditation.
- Engage in regular reflection of how I have performed, and the impact I have had, with particular reference to the Competency and Values Framework 2024.



Behaviours, competencies and **values** framework

The competency and values framework (CVF) provides clear expectations for everyone working in policing. It describes the behaviours required by police officers and staff to be effective in their roles and uphold the Code of Ethics for Policing.



Values

The CVF has three values. These values apply to everyone in policing, regardless of their role or seniority

- **Courage**
- **Respect and empathy**
- **Public service**

Competencies

The CVF has six competencies, which are split into levels. These levels can be used flexibly to allow for a better fit with frontline and non-frontline policing roles, and at different levels of seniority.

This role should be operating at, or working towards, the following levels:

- **We are emotionally aware**
  - **Level 3**: Senior manager or executive
- **We take ownership**
  - **Level 3**: Senior manager or executive
- **We collaborate**
  - **Level 3**: Senior manager or executive
- **We support and inspire**
  - **Level 3**: Senior manager or executive
- **We analyse critically**
  - **Level 3**: Senior manager or executive
- **We are innovative and open-minded**
  - **Level 3**: Senior manager or executive

Chief Constable Terms and Conditions of Appointment

The Post
The nature of the post of Chief Constable will require the post holder to work outside normal office hours and at weekends on a regular basis. The primary focus of the post holder is the delivery of an efficient and effective police service and work in partnership to deliver the Police and Crime Plan for Hertfordshire.

There is a requirement to be contactable 24 hours per day when not on leave or in the absence of a designated Deputy. National work may be undertaken, but only with the agreement of the Police and Crime Commissioner.

Eligibility
The appointment of the Chief Constable will be made in accordance with the provisions of the Police Acts, Regulations and Determinations and any other relevant legislation. The appointment is subject to a confirmation hearing by the Police and Crime Panel.

Pre-Employment Checks
Any conditional offer of employment will be subject to successful completion of various pre-employment checks including a medical assessment, security vetting, reference checks and police and crime panel confirmation. A formal offer of appointment will not be made until all of the above pre-employment checks are satisfactorily completed. Any changes in circumstances must be brought to the attention of the PCC.

Qualifications
Confirmation from the College of Policing candidates have passed SPNAC and SCC or have passed Executive Leadership Programme.

Security Clearance
The role is subject to holding or obtaining security clearance at Management Vetting (MV) and Developed Vetting (DV) level.

Medical Examination
Applicants to this position will be required to undertake a medical examination before taking up appointment and confirmation that you are mentally and physically fit to perform the duties of the post.

Location of Office of the Chief Constable
The Office of the Chief Constable is located at Police Headquarters, Welwyn Garden City, Hertfordshire and support services to the Chief Constable are provided at this location.

Base Salary
In accordance with Direction of the Secretary of State pursuant to the Police Regulations is £179,667 per annum. Salary is paid on the last working day of each month.

Term of Appointment
The appointment will be for up to a fixed five-year period commencing on the date of appointment in accordance with Police Regulations 2003. The Police and Crime Commissioner may extend this appointment in accordance with those Regulations.

Car Allowance
The Chief Constable is provided with a car allowance of £12,840 per annum.

Holiday
The successful applicant will be entitled to leave in accordance with Police Regulations.

Relocation Expenses
Reasonable relocation expenses will be considered in accordance with Regulation 35. Payment is dependent on the accommodation to which the officer is moving being within the County of Hertfordshire or, provided consent from the Police and Crime Commissioner, outside the County but within a reasonable commuting distance of Hertfordshire Constabulary Headquarters. This must be within the first year of appointment. The PCC will refund qualifying relocation costs (as defined by HMRC), noting that only the first £8,000 is tax free.

Home Security
This will be assessed on a case-by-case basis.

Subscriptions
CPOSA insurance (non-personal) element will be paid by Hertfordshire Constabulary.

Other Business Interests
You must devote the whole of your time to the duties of the office of the Chief Constable, as detailed in the Police Act and Regulations. You shall not take up any other additional appointment or undertake a business interest without the prior consent of the Police and Crime Commissioner.

Pension
The post holder will be eligible for membership of the Police Pension Scheme and subject to Police Pension regulations and to such other Acts and regulations as may be applicable.

Telephones, IT and Other Equipment
A mobile telephone and other equipment, which is necessary to ensure convenient working arrangements, will be made available.

Professional Development
A programme of professional development will be agreed by the Commissioner, informed by the outcomes of regular performance appraisals and emerging developments in policing.

Period of Notice
The written notice period of termination of the appointment is three months by either party or such shorter notice as may be accepted by the Police and Crime Commissioner.

Business Appointment/Employment Post Service Post Service Employment requirement
The Chief Constable must ask permission before accepting employment within 12 months of leaving the force, if another job would potentially bring about a conflict of interest.

In line with recommendations made following the Leveson Inquiry, and in particular recommendation 80 to ensure greater transparency in all post-service employment routes, the post holder must notify the Police and Crime Commissioner if post-service employment might:

(a) Be a `reward for past favours' granted by the applicant to the employer.

(b) Be one which could enable a particular employer to gain an improper advantage by employing someone who had access to what its competitors "might legitimately regard as their own trade secrets or information relating to proposed developments in government policy which may affect that firm or its competitors"; or

(c) Be sensitive for other reasons.

The Commissioner, following notification of any of the above, would then determine if this employment is appropriate.

Recruitment timetable and how to apply

Process	Date
Recruitment opens	21st October 2024
Closing date for Applications	11th November 2024
Shortlisting	11th - 15th November 2024
Stakeholder panels and interview	11th December 2024
Police and Crime Panel confirmation	19th December 2024

Eligibility

Applicants must have passed the Senior Police National Assessment Centre and Strategic Command Course or Police Leadership Programme, hold the rank of ACC, Commander or a more senior rank in a UK Police Force or have held one of the designated roles if appointed from overseas.

Eligible applicants are asked to complete an application form. Evidence contained within the application form must be specific and focused on your personal involvement, experience and actions. The appropriateness of your application will be determined by the extent that your evidence relates to the Job Description and Role Requirements. Reference should also be made to the College of Policing's 'Competency and Values Framework for policing'.

Eligible applicants will also need to submit a personal statement which highlights the motivation for applying for the role of Chief Constable and what it means to you in making a difference for Hertfordshire. The personal statement should be no more than two sides of A4 paper.

All applicants will be considered on an equal, open, and fair basis that determines suitability for the post on merit.

Full details on the position and application process can be found at **hertscommissioner.org/chiefconstable**.

Please email applications to **HR@herts-pcc.gov.uk** by the closing date of Midday, Monday 11th November.

The appointment will be offered for a fixed term of five years. The salary set by the Home Office is £179,667 per annum. The salary is set to increase to £181,575 on 1 June 2025.

Appointment is subject to vetting, medical clearances, provisions of the relevant Police Acts, Regulations and Determinations and a Confirmation Hearing by the Hertfordshire Police & Crime Panel.

If you wish to discuss the role or arrange a visit to the Constabulary force area, please contact Gavin Miles Deputy Chief Executive OPCC on email at gavin.miles@herts-pcc.gov.uk.

If you would like to have an informal discussion about this role before applying, Police and Crime Commissioner Jonathan Ash-Edwards will be pleased to speak with potential candidates.



Hertfordshire is one of the safest counties in the country, where crime levels remain low. It has a force that is trusted and respected by the communities. A strong neighbourhood policing model has been maintained, with at least one police station in every one of the 10 District and Borough Council areas across our county.



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Police & Crime Commissioner
FOR HERTFORDSHIRE

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