

## TRIAL DRAFT Policing Professional Profile

### Chief Inspector

<b>Job Family:</b>	Core Rank
<b>Level:</b>	Manager
<b>Code:</b> <i>(For College use only)</i>	CR-ME-Chief Inspector

#### Role Purpose

*(This section summarises the key function of the role)*

Chief Inspectors manage large teams of inspectors, sergeants, constables and police staff. They may be the most senior operational response officer or manage assigned specialist policing functions such as investigations. This role carries specific legal powers in line with inspector rank to enable the maintenance of law and order.

Chief Inspectors plan, manage and monitor operational policing activity. They effectively and efficiently set the plan for deployment of resources to incidents, including major and/or critical incidents. Chief Inspectors manage and mitigate risk effectively in order ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime

#### Key Accountabilities

*(This section details the key responsibilities required of the role)*

- Plan, manage and monitor complex front line and/or specialist operational policing activity managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
- Lead, motivate and engage large and diverse teams of inspectors, sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.
- Contribute to the setting, monitoring and assessment of team key performance indicators (KPIs) to support the achievement of wider objectives.
- Set, monitor and assess KPIs for individual team members in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals.
- Identify and manage initial responses to major and/or critical incidents in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
- Manage large matrix teams, directing and monitoring workloads in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
- Manage large team budgets, monitor and review expenditure to ensure best use of available resources and value for money.
- Analyse performance data and information against team objectives in order to report against performance management measures and inform workforce planning.

- Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans to maximise the safety and wellbeing of officers, staff, and the public.
- Develop and maintain relationships with communities and multi-agency partners to drive collaboration and inform policing priorities and plans.
- Lead the analysis and evaluation of existing processes and practices within own area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable continuous improvement in evidence based policing within teams.

## Behaviours

*(Outlines the behavioural requirements of the role)*

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 2

We take ownership

Level 2

### Inclusive, enabling and visionary leadership

We are collaborative

Level 2

We deliver, support and inspire

Level 2

### Intelligent, creative and informed policing

We analyse critically

Level 2

We are innovative and open-minded

Level 2

## Education, Qualifications, Skills and Experience

*(Outlines the skills and educational and qualification requirements to be able to fulfil the role, this criteria should be considered as part of an individual's PDR)*

### Prior Education and Experience:

Typically, a Chief Inspector will have:

- Operational experience at Inspector level.
- Met all necessary local and national promotion criteria.

### Police Education Qualifications Framework:

The Policing Education Qualifications Framework (PEQF) for the rank of Sergeant and above has still to be confirmed. It is expected that if there is an educational requirement for the rank of Chief Inspector and above it will be at Level 7. More information is expected in late 2018, following further consultation by the College of Policing. However, any new requirements agreed with the Service will require development before implementation. Consequently the existing promotion requirements will continue to apply for the foreseeable future.

#### Skills:

- Able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.
- Able to develop and implement an effective stakeholder relationship plan which develops trusts and enables contributions.
- Able to engage a variety of audiences through a range of media to inform and/or persuade.
- Able to develop and motivate a diverse team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities.
- Skilled in setting, monitoring and enabling high performance against team and individual performance objectives.
- Able to identify potential applications of new or improved practices related to own area of work to improve ways of working.
- Able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.
- Able to seek out and identify a range of information to identify patterns, trends and options, to solve multifaceted and complex problems.
- Skilled in coaching and mentoring to enable appropriate career and professional development.
- Able to lead the delivery of change initiatives within a complex team.
- Able to maintain personal resilience and wellbeing in challenging situations and enable others to develop their own personal resilience and wellbeing.

### Continuing Professional Development (CPD)

*(Outlines possible continuing professional development activities which will enable the individual to maintain and enhance competence in the role, refer also to College of Policing CPD Framework)*

- 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 legislation policy and practice across all functional policing areas of operational responsibility.
- Maintain knowledge and understanding of new approaches identified by evidence based policing research and problem solving and team working and synthesise these into working practice.

- 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.
- Complete all annual and mandatory training.
- Maintain knowledge and understanding of performance management and assessment process and ensure they are implemented effectively when leading and managing teams.
- Keep up to date with guidance and best practice on health, safety and welfare.
- Ensure knowledge and application of operational command responsibilities, including authorisation of legislative powers follows current best practice.
- Keep up to date with the policing evidence base and new approaches to evidence based policing.

### **Professional Registration/Licences**

*(Outlines any ongoing registration or licensing requirements of the role)*

Not applicable.

### **Links to other profiles:**

*(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)*

Specialist Chief Inspector roles, for example:

- Senior Investigator – (PIP3)

Please review the specialist profiles to identify any relevant additional profiles for your role.