



# Chief Superintendent Opportunities

## Candidate information pack





3208 square miles



6000 miles of roads



55 miles of coastline



820,000 people



2 Unitary Local Authorities



2 Community Safety Partnerships



1 Local Criminal Justice Partnership



1 Regional Rehabilitation Partnership



3 regional policing collaborations



The safest place in England



3 Clinical Commissioning Groups



731 City, Town or Parish Councils







York



## A message from Chief Constable Lisa Winward

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This is an exciting time to join North Yorkshire Police. We are looking for exceptional senior leaders who have the experience and skills to embed the delivery of an exemplary policing service across North Yorkshire and the City of York. We are delivering a challenging improvement plan in response to our most recent HMICFRS PEEL inspection, which will create an opportunity for the right applicants to thrive in achieving the outcomes set out in our plans.

North Yorkshire is consistently amongst the safest counties in England, which is a record we work hard to maintain. Nevertheless, the size of the county, combined with challenges such as cross-border criminality, county lines, service to rural communities, an expanded population during the summer months, and city-type demand in the main population centres, offers a unique policing challenge.

As an operational leader of the highest calibre, you will be part of an ambitious senior leadership team that always puts public service at the forefront, and that is committed to achieving the highest standards. I have recently launched our new “Plan on a Page” setting out our refreshed core values of Impartiality, Integrity and Respect and clarity surrounding our purpose, our approach and our attributes which are essential to the successful delivery of our mission and vision. A fundamental part of your role as a leader here in North Yorkshire Police will be to embed the plan and achieve our overall mission to keep people safe and feeling safe through your teams and peers.

North Yorkshire's Police, Fire & Crime Commissioner took on responsibility for the fire service at the end of 2018. In April 2019, a collaborated enabling service was formed with the North Yorkshire Fire and Rescue Service. A review is currently being undertaken to progress the development of the

collaboration and to ensure that the future model of delivery is as efficient and effective as possible so that we can best serve our communities. Your relationships in taking forward this collaborated working will also be essential to your success.

This is an important step for you in your career, which is why members of the Chief Officer Team will be happy to talk to prospective candidates on an informal basis before you take your decision on whether to apply.

Thank you for your interest in North Yorkshire Police. Good luck, and I look forward to receiving your application.

A handwritten signature in black ink, reading 'L Winward'.

Lisa Winward  
Chief Constable





## A message from the Commissioner

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This is a key moment for North Yorkshire Police as it looks towards the future and how it best serves the people of North Yorkshire and York.

Leadership of this change – and ensuring that the right culture is embedded alongside this within the organisation – will be critical to ensuring North Yorkshire Police's future success.

North Yorkshire's position as the safest place in the country requires work to maintain, but it also provides extraordinary opportunity to develop our services in new and exciting ways.

The Police & Crime Plan sets out an ambitious next phase for the force's development and clear expectations for the level of service that the people of North Yorkshire and York should receive.

How we care and protect our people and get upstream to prevent them from coming to harm in the first place, must be front and centre.

Providing a policing service that achieves this in communities, particularly in the places where harm is most likely to take place, is essential.

I am clear that we must strive to continue to focus our services at a local level.

We have an excellent collegiate approach to working in North Yorkshire between police, fire and rescue and my office.

This is at the heart of our ability to take decisive steps towards improving our services. It ensures we govern together in the most effective and efficient way, with public service and positive outcomes as our core motivation.

Thank you for your interest in our wonderful county and city. I wish you well with your application.

A handwritten signature in black ink that reads 'Zoë Metcalfe'.

Zoë Metcalfe

North Yorkshire Police and Crime  
Commissioner



## Living and working in North Yorkshire

With two national parks, two areas of outstanding natural beauty and a stunning coastline, the beautiful North Yorkshire countryside is one of England's most attractive environments. The standard of public services and general quality of life make it an excellent location in which to live and work.

In 2019, the Sunday Times named York as the best place to live in Britain, for its perfect mix of period buildings, hi-tech businesses and lively culture. The North Yorkshire towns of Malton, Pateley Bridge and Skipton were also named as amongst the best locations to live in the north of England. The Halifax Quality of Life survey 2017 ranked Ryedale, Hambleton and Richmondshire districts amongst its top 10.

The average house price in North Yorkshire is approximately £240k, although properties can be significantly higher.

North Yorkshire has been rated amongst the top 10 best places in the UK to raise children (Witters Towbar study of 2017 based on factors including the cost of a three-bedroom house, the average annual disposable income, the number of child friendly activities available, the percentage of schools listed as good or outstanding, and other considerations such as the average time children spent outdoors).

The main east coast train line serves Skipton and Harrogate and runs through York and Northallerton, with the shortest journey time between York and London taking less than two hours. Although there is no main airport in North Yorkshire, most locations are in easy reach of Leeds/Bradford, Doncaster/Sheffield, Humberside or Durham/Tees Valley airports in neighbouring regions.

According to figures from the TUC, people in North Yorkshire spend 35% less time commuting to work than people based in London, and average commute times are also lower than in the south east, east of England, north west and Scotland.

The leisure and cultural offer is broad and covers major chain and boutique shopping, theatres, cinemas, historic houses, sporting venues, and events (North Yorkshire is host to the annual Tour de Yorkshire).

North Yorkshire offers thriving nightlife, with a wide variety of pubs, bars and restaurants - particularly in the main population centres. Yorkshire has the most Michelin-starred restaurants of any county outside of London, and the Trip Advisor best restaurant in the world for 2017 (Tommy Banks' Black Swan) is based in Oldstead, North Yorkshire.

## Useful links

North Yorkshire Police, Fire and Crime Commissioner website:  
[northyorkshire-pfcc.gov.uk](http://northyorkshire-pfcc.gov.uk)

North Yorkshire Police website:  
[northyorkshire.police.uk](http://northyorkshire.police.uk)

To view a copy of the 2022-2025 Police and Crime Plan, [click here](#).





## North Yorkshire Police: key facts

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North Yorkshire Police's mission is to keep people in North Yorkshire safe, and feeling safe. The vision for the organisation is to provide an exemplary service in the round.

The service is underpinned by the values of Impartiality, Integrity & Respect. North Yorkshire Police serves one of the largest policing counties at circa 3,200 square miles. The resident population of the policing area is more than 800,000.

Major centres of population include York (198,000), Harrogate (75,000) and Scarborough (52,000). The temporary population swells significantly in the summer months due to tourism.

The North Yorkshire Police area is largely rural, embracing the North York Moors and Yorkshire Dales national parks, two areas of Outstanding Natural Beauty and the Heritage Coast to the east.

However, the main population centres of York, Harrogate and Scarborough have vibrant night-time economies and largely urban patterns of policing demand.

North Yorkshire borders on seven other police force patches and this, combined with the fact that the area has more than 6,000 miles of road, makes it prone to cross-border criminality. North Yorkshire Police has invested heavily in ANPR technology to help tackle this issue.

The workforce at North Yorkshire Police comprises around 1,645 police officers and 180 PCSOs. The Chief Constable also employs more than 1,100 police staff. North Yorkshire Police is committed to prevention and early intervention.

The way the service works reflects this commitment, from substantial investment in mobile operational policing technology so information can be shared and accessed on the frontline, to innovative work with partner agencies to not only support the most vulnerable, but prevent them coming to harm.

The organisation works in partnership with various local partners, including an award winning safeguarding partnership with North Yorkshire County Council. It is part of Evolve (a formal collaboration with Cleveland Police and Durham Constabulary) and the wider North East Transformation, Innovation and Collaboration group (NETIC).

North Yorkshire Police is headquartered at Alverton Court in the county town of Northallerton in the district of Hambleton. The force estate comprises “diamond stations” at the core locations of York, Scarborough, Harrogate (where there are also custody facilities) and Northallerton; there are also local police stations, and a number of colocation facilities shared with partners.

Financially, North Yorkshire Police is in a stable position, although efficiencies are necessary if the force is to afford planned investments in the service over the next few years.

North Yorkshire has a low number of recorded crimes, and usually comes at, or near, the bottom of the ONS crime figures table.





## About enable

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The Police, Fire and Crime Commissioner for North Yorkshire established enableNY in April 2019 as the vehicle to transform police and fire collaboration in serving the public of North Yorkshire.

enableNY encompasses the provision of financial, people, estates and technology services to support North Yorkshire Police (NYP), North Yorkshire Fire & Rescue Services (NYFRS) and the Office of the Police, Fire and Crime Commissioner and is delivered from locations across the county and based at Alverton Court in Northallerton, in the district of Hambleton

A review is currently being undertaken to progress the development of this collaboration and to ensure that the future model of delivery is as efficient and effective as possible so that we can best serve our communities.



## North Yorkshire Police



Lisa Winward  
Chief Constable



Mabs Hussain  
Deputy Chief Constable



Elliott Foskett  
Assistant Chief Constable



Scott Bissett  
Assistant Chief Constable



## North Yorkshire Fire and Rescue Service



Jonathan Dyson  
Chief Fire Officer

## Office of the Police, Fire and Crime Commissioner



Zoë Metcalfe  
Police, Fire and Crime  
Commissioner



Simon Dennis  
Interim Chief Executive  
and Monitoring Officer

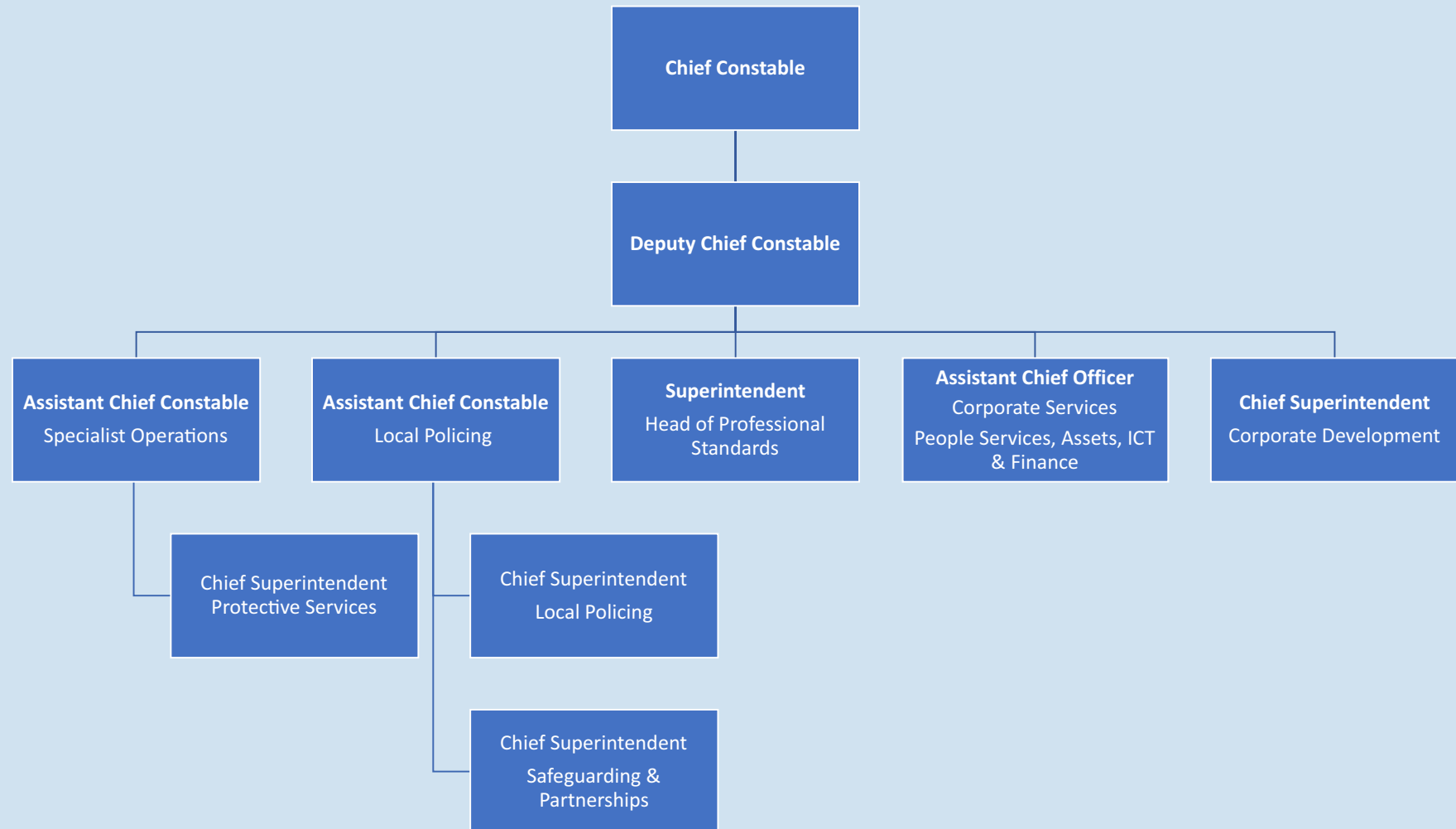


Michael Porter  
Commissioner's Chief  
Finance Officer



## North Yorkshire Police Structure Chart

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## Our Mission

**To keep people safe  
and feeling safe**

## Our Vision

**To deliver an  
exemplary  
police service**



In North Yorkshire Police we are committed to Diversity, Equality and Inclusion and it is at the heart of our core values. Our aim is to ensure North Yorkshire Police is an organisation that is truly representative of the diverse communities we serve.

In North Yorkshire Police we have a dedicated Diversity, Equality and Inclusion Recruitment Team that are within People Services and a Positive Action Team (PAT) who aim to support those from underrepresented groups.

Positive Action is a range of lawful steps aimed at creating equality of opportunity for people with protected characteristics, who might otherwise be at a disadvantage when it comes to recruitment, promotion and retention.

Positive Action is ensuring everyone is at the same starting line and we actively support and encourage those from an Ethnic Minority background and women to apply.

### Meet the Positive Action Team



ACC Foskett –  
Exec lead



T/CI Jo  
Crooks-Rea



Pc Yoseph  
Elogab



Pc Sarah  
Malia



Dc Lucy  
Armstrong



@NYP\_Careers  
North Yorkshire – A Place for All



North Yorkshire Police –  
A Place for all



positiveaction@northyorkshire.police.uk

# North Yorkshire Police Diversity, Equality and Inclusion (DEI) Priorities 2022 - 2023

## Priority 1 - Training and education

Ensuring that everyone who works for North Yorkshire Police understands the importance of diversity, equality and inclusion and their role within it:

- Re-launch NCALT training as a foundation level course
- Introduce comprehensive DEI training for all
- Managers to have DEI and Positive Action PDR objectives.
- Ensure our workforce understand positive action and dispel myths.



## Priority 2 – Building a representative workforce

Taking positive action to recruit and retain the best possible candidates from a far wider range of backgrounds, making our workforce representative of the communities we serve:

- Introduce a new positive action process to focus upon a more diverse applicant pool
- Embed positive action into all internal and external selection and promotion processes
- Engage our workforce to identify and remove barriers to equality of opportunity
- Ensure operational policing is included in, and leading external positive action engagement with the community
- Ensure we identify barriers to retention by using our strong support networks and meaningful exit interviews



## Priority 3 – Understanding and including our communities

Increase our engagement with all communities, including them in genuine scrutiny of all matters which relate to building confidence:

- Set up a new community reference group for DEI
- Ensure important policies for diversity and inclusion are available for scrutiny and feedback from our communities



## Priority 4 – Building an inclusive working environment

Ensuring we focus upon building an environment where everyone is able to be themselves:

- Reduce the amount of bullying and harassment complaints by early intervention.
- Improving our relationships with staff support networks, ensuring that they are integral to change decisions and policy setting.
- Ensure ownership of both DEI and positive action by managers at a local level.





# Chief Superintendent Advert

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## Permanent opportunity

**Salary: £88,872 - £93,651**

Applications are now invited from experienced Chief Superintendents or substantive Superintendents on promotion for a number of key leadership roles across North Yorkshire Police. We are looking for innovative, operationally credible, and values-led leaders, who have a fantastic track record of driving forward and improving services to the public and victims, as well as delivering successful performance outcomes at a strategic level.

As a Chief Superintendent, you will be able to demonstrate a breadth of experience at the rank of Superintendent across multiple areas of responsibility.

We currently have 4 brand new opportunities for Chief Superintendent as follows:

- **Local Policing** with responsibility for Local Commands and Customer Contact
- **Safeguarding & Partnerships**
- **Protective Services** with responsibility for Crime, Criminal Justice, Intelligence & Specialist Operations
- **Corporate Development**

This is a fantastic opportunity to be part of a policing family which values its people and is committed to improving the service it provides to the communities across our beautiful county.

If you're the person we're looking for, you'll be able to demonstrate:

- Experience in strategic leadership with the requisite business and political acumen to operate in a complex policing environment
- An engaging and effective communication style, who can bring to life our strategic aims and objectives for those you lead, inspiring them to deliver outstanding performance outcomes
- The business acumen to effectively manage and control internal budgets within your area of responsibility and understand how your decisions impact upon the wider organisation
- The expertise to lead the design and implementation of significant organisational change projects or programmes, to drive continuous improvement, best practice, and outcomes for the public
- Proven ability to manage and maintain strategic relationships with local and regional partners, effectively influencing and collaborating to enable the achievement of force priorities

- As an inclusive leader you will understand the importance of valuing difference and will be able to evidence your contribution to building a diverse and inclusive organisation for the benefit of the communities we serve
- Your ability to manage, motivate and engage those you lead in an authentic way means you have a genuine desire to create opportunities to enhance the overall performance of our people, whilst protecting and promoting their wellbeing.

We view diversity as fundamental to our success. To tackle today's complex policing challenges; we need a workforce made up from all North Yorkshire's communities. Applications from across all diverse groups are encouraged and essential to our ambition to be an inclusive and representative organisation.

A relocation package may be available if an officer is moving into the force area, this will be subject to negotiation and will be discussed and agreed upon appointment.

Upon completing your application you will be required to state which role you are interested in, therefore please note:

Applicants who apply for the Protective Services and Safeguarding/Partnership roles must be PIP3 accredited.

It is desirable that applicants applying for Local Policing and Corporate Development will have a gold accreditation in SFC or POPS, but not essential.

# Chief Superintendent – Core Role Profile

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## Role Purpose

Chief Superintendents lead multiple large and/or complex areas of command within forces and across collaborations, strategic alliances and partnerships, carrying responsibility for all activities in their area, often acting as part of the Chief Officer Team. They also carry responsibility for strategic and/or policy lead for one or more areas of policing across the force or organisation.

Chief 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.

Chief superintendents lead the development of culture, climate and working processes across multiple areas of responsibility to ensure adherence to standards, and the promotion of accountability and continuous improvement.

## 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.
- Influence the force/organisation planning process by developing resource and budget plans for their areas of responsibility, in line with force priorities, in order to enable delivery of the force's/organisation's policing plan.
- Lead, motivate, engage, manage and develop a team of senior policing professionals and provide leadership across multiple areas of significant 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 across multiple areas of significant 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's/organisation's priorities and make financial savings where required to maximise value for money.
- Lead and manage performance across multiple areas of significant command/responsibility, setting appropriate standards and address areas of organisational underperformance in order to deliver on force/organisational objectives.
- Lead collaboration/strategic alliance across multiple areas of significant command, 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.

# Chief Superintendent – Core Role Profile

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- Develop, manage and maintain strategic relationships with local and regional partners, effectively influencing and collaborating to enable the achievement of objectives for the force/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 across multiple areas of significant 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 across multiple areas of significant 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.





# Recruitment & Selection Process

## Making your application

The application form is designed to collect personal details and information about your experience, qualifications, motivation, competencies and suitability for the role of Chief Superintendent within North Yorkshire Police.

As part of the application process you must disclose any outstanding criminal investigations or disciplinary proceedings being carried out in relation to your conduct. In addition, you are required to disclose previous disciplinary offences that have not been expunged.

## In Person Familiarisation event – 23rd May 2023

The familiarisation event is an opportunity to meet people, learn more about the organisation and ask questions before making your application. At the event you will be able to speak to members of the Chief Officer Team. The event will take place at our Police HQ in Northallerton, to register your interest in the event, please visit our website at [northyorkshirepolice/vacancies](https://northyorkshirepolice/vacancies).

## Shortlisting

Assessment of your application along with the above will be made against the competencies and behaviours at the “Senior Manager” level of the Competency and Values Framework (CVF) for Policing. Candidates will be notified no later than 8th June 2023 of the shortlisting panel's decisions.

Unfortunately, no feedback will be provided on applications that have been shortlisted.

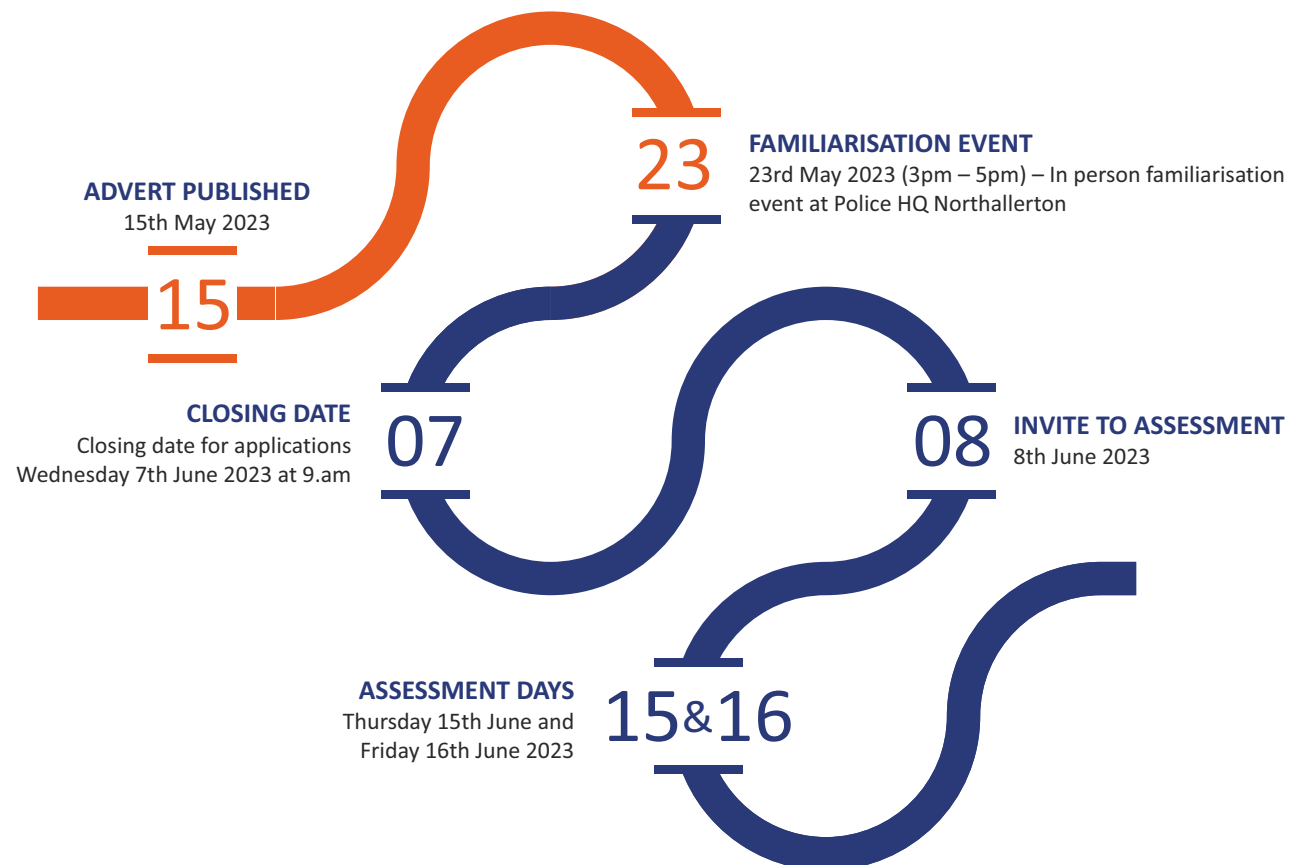
## Assessment Day

The assessment process is scheduled to take place on 15th & 16th June 2023 and will consist of a pre-prepared Presentation, Interview & Stakeholder Exercise.

## Feedback

All candidates will be informed of the panel's decision following the interviews.

North Yorkshire Police is committed to ensuring everyone is treated fairly and supported equally.



# Recruitment & Selection Process

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## Terms & Conditions

### Appointment

The appointment will be made on a conditional basis subject to appropriate medical clearance as well as Management Vetting in accordance with NYP procedure and the national vetting policy.

### Salary

The salary for Chief Superintendent is £88,872 - £93,651

### Working Location

The post holder's primary location will be in accordance with their specific posting. However, the nature of the work will also require travel throughout the police area, locally and nationally. This may on occasions include periods of time spent working at other locations around the country.

### Relocation Expenses

The post holder's residence should be within a reasonable travelling distance of their Posting location to enable them to fulfil the responsibilities of the post. Officers moving into the police area may be entitled to take advantage of the Force relocation scheme. This is subject to negotiation and will be discussed and agreed upon appointment.

## Working Hours

Working hours will be not less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive. However, the post holder will have responsibility for representing North Yorkshire Police and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time. There is a requirement to be contactable 24 hours per day when not on leave or in the absence of a designated deputy. This role will require evening and weekend working including attending meetings and events during these times.

## Benefits

The post holder will be provided a car, serviced, insured, taxed and maintained by the force.

### Pension

As a police officer you will automatically join the Police Pension Scheme unless you choose to make alternative arrangements.

### Telephones, IT and other equipment

Mobile telephone, laptop computer and other equipment necessary to ensure convenient working arrangements, will be made available to the successful postholder.



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