# Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>4</td>
</tr>
<tr>
<td>Message from The Police and Crime Commissioner</td>
<td>4</td>
</tr>
<tr>
<td>Vision for change</td>
<td>5</td>
</tr>
<tr>
<td>Our values</td>
<td>6</td>
</tr>
<tr>
<td>About us</td>
<td>8</td>
</tr>
<tr>
<td>Organisational structure</td>
<td>9</td>
</tr>
<tr>
<td>A typical day</td>
<td>10</td>
</tr>
<tr>
<td>Area Commands</td>
<td>12-19</td>
</tr>
<tr>
<td>About the role</td>
<td>20</td>
</tr>
<tr>
<td>Candidate timeline</td>
<td>21</td>
</tr>
<tr>
<td>Application process</td>
<td>22</td>
</tr>
</tbody>
</table>
Introduction

Thank you for your interest in applying for the role of Chief Constable. This booklet has been prepared to inform you about the Force, the role and the application process.

Northumbria Police continues to evolve. We are looking for a Chief Constable that can drive the delivery of high performance whilst realising the force’s vision to be outstanding in the service we provide.

This booklet will give you further insight into the role, qualities and experience we are looking for. We hope you will be inspired by this opportunity to serve the North East and its residents.

Message from our Police & Crime Commissioner

In appointing a new Chief Constable, I am looking for a chief officer with the strategic vision determination and calibre to lead and shape the future direction of Northumbria Police, a nationally recognised high performing force. I am seeking a personally resilient, visibly passionate chief officer, determined to improve the lives of the communities we serve.

Northumbria is an outstanding place to live and work. We are one of the largest police forces in the country with heavily populated conurbations as well as significant sparse rural areas. This results in a very diverse range of policing challenges. Our officers, staff and volunteers are entirely focused on victims of crime; I am therefore looking for a Chief Constable with the drive, energy and ambition required to make a real difference to victims, their families and the wider community.

I have worked with communities across the force area to produce a Police and Crime Plan which reflects these priorities which will be very much the priorities of the new Chief Constable.

Northumbria needs a Chief Constable with the gravitas and experience to create and maintain momentum, able to lead and inspire a large and diverse workforce. Everyone is entirely committed to providing an outstanding service; their new Chief Constable must support this vision.

If this sounds like the type of service you want to lead and you believe you are the person to ensure Northumbria can deliver outstanding services, please ensure you apply for this post, as together we can make a difference to the communities of Northumbria.

Dame Vera Baird QC
Police & Crime Commissioner for Northumbria
Vision for change

Over the past five years we have made our force more efficient with a significant programme of change and Northumbria Police continues to be recognised as a service which upholds high standards and delivers outstanding service.

It is important for Northumbria Police to be clear about what we want to achieve and how we intend to do it and this is captured in our new vision statement:

“Northumbria Police will be outstanding in the service we provide”

Our vision is supported by a mission, which is to serve the communities of Northumbria with pride – ‘proud of what we do and proud of who we are’.

Simply put we are Proud to Protect.
Our Values

Our vision and mission are underpinned by a set of core values which define the standards we have set, they confirm our determination to be:

- Proud to serve - what the public can expect from us
- Proud of our people - what we can expect from our people
- Proud to improve - what we can do differently
- Proud to lead - what we expect from leaders

These core values create an environment where all officers, staff and volunteers are ‘Proud to come to work, proud to represent Northumbria Police, and proud to deliver an outstanding service’.
Proud of what we do. Proud of who we are.
Northumbria Police provides its services across the North East through three Area Commands (local policing) and a number of dedicated operational departments.

Protecting the vulnerable underpins everything Northumbria Police does and our Safeguarding Department ensures this is embedded throughout the organisation.

Our Communications Department ensures we provide an immediate and appropriate response to the public.

In addition, we also have our Operations Department (comprising the Marine and Firearms units and the Dog and Mounted sections) as well as our Crime and Criminal Justice Department, one of the leading crime departments in the country. Significant investment has been made into the department’s digital policing unit recognising the changing nature of crime.

The operational capability of the Force is supported by a range of specialist departments aligned to two portfolios: People and Development and Finance and ICT. The people services function sits within the People and Development portfolio.
Organisational Structure

Winton Keenen
Temporary Chief Constable

Darren Best
Temporary Deputy Chief Constable

Professional Standards
D/Supt Sav Patsalos

Rachel Bacon
Assistant Chief Constable
Citizen Focus

Helen McMillan
Assistant Chief Constable
Protective Services

Ged Noble
Temporary Assistant Chief Constable

Joscelin Lawson
Director of People and Development

Mike Tait
Director of Finance and ICT

D/Supt David Willett
Communications Dept
C/Supt David Felton

Force Improvement
Supt Brad Howe

Safeguarding
D/C/Supt Scott Hall
D/Supt Lyn Peart
D/Supt Mick Paterson

Crime Dept
D/C/Supt Lisa Orchard
T/D/Supt David Anderson (Covert)

D/Supt Peter Bent (Intelligence)
D/Supt Mark Ord (Investigation)

NERSOU
D/Supt Alan Veitch

Operations Dept
Supt George Maratty

Northern
C/Supt Janice Hutton
Supt Steve Ammari
Supt Andrew Huddleston

Central
C/Supt Neil Hutchison
Supt Nicola Musgrove
Supt Steve Barron

Southern
T/C/Supt Sarah Pitt
Supt Paul Milner
Supt Steven Heatley

Head of Legal Dept
Richard Heron

Head of Human Resources Dept
Lesley-Anne Knowles

Head of People & Development Dept
Colin Christie

Head of Corporate Development Dept
Paul Godden

Head of Business Support
Dawn Turnbull

Head of Finance
Kevin Laing

Head of ICT
Ian Woodward

Estates Manager
John Leslie

Information Management
Unit Manager
Hayley Morrison
In a typical day Northumbria Police:

- Handles 629 calls
- Records 154 sets of fingerprints
- Deals with 1539 incidents
Northumbria Police is one of the largest and top performing police forces in the country, serving a population of 1.5 million people from a wide range of various communities, covering an area of more than 2,000 square miles.

Northumbria Police is dedicated to building trust and confidence and reducing crime and disorder in the communities within the North East of England.
Gateshead
Covers the local authority area of Gateshead Council. Gateshead has a population of around 190,000 and includes the large retail and commercial businesses at both the Team Valley Trading Estate and the Metro Centre. It is crossed by the busy A1 Western by-pass.

As well as policing the urban areas of Gateshead, Felling, and Blaydon, the area has responsibility for other well established communities including Birtley and Whickham and the more rural areas of Rowlands Gill and Chopwell. Central Area Command is also proud to include one of the largest Jewish communities in the country.
Newcastle

Covers the local authority area of Newcastle City Council. It has a population of around 280,000 and both the main road and rail links pass through the Area Command which has responsibility for Newcastle International Airport, Newcastle United Football Club, Newcastle Falcons rugby ground and Newcastle Racecourse.

This area includes the vibrant city centre of Newcastle with its vast retail, commercial, entertainment and leisure facilities and an international student population. Newcastle also incorporates extensive residential communities and local businesses, including sections with diverse cultures and extensive new residential developments such as Newcastle Great Park.
Northern Area Command

North Tyneside
Covers the local authority area of North Tyneside Council. It has a population of around 190,000 and has extensive local retail, business, commercial and leisure facilities, including recent larger developments at Royal Quays, Silverlink and Balliol Business Park sites.

The area includes the large urban areas adjoining the coast and riverside, such as Wallsend, North Shields, Tynemouth and Whitley Bay, as well as responsibility for other well established communities including Forest Hall and Longbenton to the west and Dudley and Annitsford to the north.
Northumberland

Northumberland has a total land area of just under 2000 sq miles, with a population of 311,000. It extends south from Berwick upon Tweed towards Cramlington and west to Haltwhistle.

This is the largest in England and Wales in terms of area. Due to its unrivalled coast line and castles, such as Alnwick, Bamburgh and Dunstanburgh and tourist attractions such as Holy Island, the Cheviots and Hadrian’s Wall, it attracts more than a million visitors from all over the globe.
South Tyneside 
Covers the local authority area of South Tyneside Council. It covers 25 square miles and has a population of approximately 152,000 which is mainly centred around the riverside towns of South Shields, Jarrow and Hebburn.

There are well established communities to the south of the region including Cleadon, Whitburn and extensive outlying estates. In the summer the population increases considerably with over one million visitors to the coast and other tourist attractions.
Sunderland

Covers the local authority area of Sunderland City Council. It has a population of approximately 279,000 and 16,000 students at Sunderland University.

This area includes Sunderland football ground and the busy retail, business and leisure facilities of Sunderland and Washington centres; extensive well established residential communities and commercial districts including Doxford International Business Park, Wessington Way and the Nissan complex.
About the role

This is an exciting time to join Northumbria Police. As Chief Constable you will be a strong, visible leader with the strategic vision to shape the direction of Northumbria Police. Your enthusiasm, passion and new ideas will shape the future of policing for the Force.

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

The Chief Constable is responsible for influencing regional and national policing and providing a professional, effective and efficient policing service and in doing so fulfil all statutory and legal obligations of the office of Chief Constable.

The Chief Constable is responsible for safeguarding the principle of operational independence, having regard to the accountabilities to the Police and Crime Commissioner as defined in the Policing Protocol.
Candidate Timeline

15/1/2018 – 15/2/2018
Application Period

Familiarisation event
Opportunity to take part in a guided tour of the force area and meet the team from Northumbria and the OPCC.

1/3/2018
Stakeholder Event
Panel 1 – Voluntary and community sector
Panel 2 – Public sector stakeholders

2/3/2018
Interviews

6/3/2018
Confirmation of Appointment
Eligibility Requirements

Applicants must meet the following requirements

- Have successfully completed Senior PNAC and the Strategic Command Course.
- Have served at the rank of constable in a UK police force.
- Have held the rank of Deputy Chief Constable or equivalent in a UK police force.

For applications from overseas
- Applicants must have served in an approved overseas police force at an approved rank.¹

Career history and conduct

The PCC may need to consider applicant’s disciplinary or career record. Any enquiries relating to this will be carried out with the applicant’s consent. Examples of issues a chief officer may need to disclose include:

- Formal disciplinary proceedings (including where the outcome has been disproven).
- Comments made by the IOPC.
- Written warnings.
- Any ongoing investigations where the outcome is unknown at the time of application.

¹ Approved overseas forces and ranks available on request
Selection
Candidates will be invited to attend a familiarisation event, stakeholder engagement event followed by an interview and presentation.

Terms of appointment
The appointment of Chief Constable will be made in accordance with Police Regulations, which the Secretary of State may vary from time to time, and will be subject to confirmation of the Police and Crime Panel and satisfactory medical clearance.

Salaries
The salary for the post of Chief Constable is currently £165,279 per annum.

Place of work and hours
Your regular place of work will be our Command Suite at North Shields, however you will be required to travel to such places as may be reasonably necessary for the performance of your duties. Working hours are 40 hours per week, with an understanding that you will work flexibly in order to ensure you fulfill the requirements of the post.

Period of notice
Three months written notice is required on resignation. A shorter period of notice may be accepted at the discretion of the Police and Crime Commissioner.

Vetting
The appointment is conditional to Management (MV) and Developed Vetting (DV) in accordance with the procedure in operation within Northumbria Police and the national vetting policy.

Benefits
Vehicle
A vehicle is supplied for operational and business use. Private use of this vehicle is also permitted for which there will be a personal tax liability. The provision of a vehicle and the type of vehicle will be subject to periodic review.

Personal Support and Advice
We value our workforce and take a proactive and engaging approach to promoting the positive health and wellbeing of our workforce. We do this through initiatives designed to promote personal responsibility around wellbeing and providing support to optimise the health and wellbeing of our staff.

Sports and Social
Northumbria Police Sports and Social Club provides a range of voluntary benefits through which officers can access goods and services at discounted or preferential rates. Further details are available on line at www.npssc.co.uk.

Normal place of residence
The post holder is expected to have their normal place of residence within the force area and be readily accessible to meet the operational needs and exigencies of the force. Post holders on appointment who otherwise live outside the force area are expected to re-locate at the earliest opportunity.

Relocation
Removal expenses will be in accordance with Police Regulations. Expenses will be considered where they fall within one of the criteria set out in Regulations and are deemed to be reasonable. All relocation expenses will be subject to approval of the Police and Crime Commissioner. Only costs agreed in advance will be considered for reimbursement.

HMRC tax free limit for relocation expenses is currently £8,000. Any expenses incurred over and above this level will be reported through the P11D process for which the post holder may incur a personal tax liability.

Replacement allowance
A Replacement Allowance will be payable in accordance with Police Regulations.

Whole-time service
The successful candidate will be required to devote their whole-time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment without the prior written consent of the Police and Crime Commissioner.

Police pension contributions
Police pension contributions will be deducted at the rate specified in the Police Pension regulations.

Equality
The Force is committed to increasing representation from underrepresented groups, which includes those who identify as black and minority ethnic (BME), female, LGBT and disabled. Therefore we would encourage applications from these individuals. Appointment will be based on merit alone.