

ICT Digital Policing Recruitment

Document Contents



Click to Navigate

Contents	2
Careers at Northumbria Police	3
ICT is evolving - welcome to Digital Policing	4
About ICT	5
Technology at Northumbria Police	6
Salary, benefits and flexible working	7
Our values	8
Our wellbeing and people plan	9
Candidate journey	10
Hear it from our own team	11
Get in touch	12

Careers at Northumbria Police

In Northumbria we are passionate about where we live, what we do and the strong sense of belonging our communities share. We believe an inclusive workforce with people from diverse backgrounds and diverse skills and knowledge makes us stronger. We are committed to building upon our success.

We have a range of opportunities to suit you and your needs. We take work-life balance seriously here at Northumbria Police. Creating a great place to work is fundamental for us and our support associations are part of this wider commitment. Available to all of our staff and volunteers they are here to support your wellbeing and assist in pursuing your career ambition. They include Women in Policing, the LGBT+ Association, the Northumbria Police Ethnic Minorities Association, the Christian Police Association and the Disability Association.

The Force offers a generous pension scheme for both officers and staff. Likewise, taking care of your physical and mental wellbeing is incredibly important for us. We continue to invest in trained mental health first aiders onsite, an employee advice service offering 24/7 access to trained counsellors and a peer-led support programme.

We have a keen focus on continuous professional and personal development. The decision is therefore yours as to how far a career with us can take you. **Welcome to Northumbria!**



ICT is Evolving – welcome to Digital Policing



David J Sadler - Chief Information Officer (CIO)

We live in a data driven world

Globally there are more than 50 million tweets per day and 850 million monthly active users on Facebook. From 2016-2020, there has been a 40% increase in the number of mobile device users, and this is expected to increase from 5.17 billion to 7.33 billion by 2023.

Data is growing exponentially

As new policing innovations in technology solutions evolve (CCTV, body cameras, license plate readers, smart sensors, and augmented reality) even more data is being generated. During the investigation of the 7/7 terrorist attacks in 2005, over 400 digital exhibits were collected resulting in four terabytes of data. Now only 15 years on, a recent counter terrorism investigation resulted in 97 terabytes of data being collected, the increase data rate is growing at a rapid speed. These figures show that the future success of Northumbria Police law enforcement strategies rests on being able to harness and interpret these vast volumes of data from multiple channels to support investigations and enforcement actions quickly and efficiently.

The executive at Northumbria Police has the vision and understanding to recognise the need to embrace technology as a significant enabler for future operational policing. The Chief Constable has stated “as the 6th largest force, Northumbria police will be at the cutting edge as a data driven organisation that is utilising technology for its betterment in reducing demand”.

It is about more than just the data

This ICT Transformation programme will build on the solid Information, Communications and Technology foundations and evolve ICT over the next 12 -18 months into a strong and capable Digital Policing service. This will involve bringing in dynamic and innovative people to help strengthen and support the following purpose and vision.

- **People** – Injecting new diverse skills, knowledge, experience and thinking about how problems can be resolved, processes can be adapted and how innovative solutions can be introduced into policing from other organisations.
- **Core Policing Applications** – Rationalising, consolidating, standardising and aligning the required business functionality to the future application portfolio.
- **Data and Information** – Gaining greater value from data and information with a clear focus on data accuracy, stewardship, accountability, auditability and secure access, where and when it is needed.
- **Technology and End User Devices** –Working closely with the functional areas of police to provide them with more granular choice on the technology and tools that are right for them.
- **Engagement** – Building lasting relationships and closer engagement with Police Officers to understand what IT products, service and service levels work for them, and what does not.
- **Programme and Project Management** – Delivering business change in a way that is managed, prioritized and monitored, improving requirements capture, better resource and time planning, overseen by effective governance ensuring greater on time delivery and greater value creation.
- **Architected** to ensure medium to long term planning, innovative thinking and to deliver joined up IT solutions, suppliers and technology.

These exciting and innovative change plans have been prepared, approved and now initiated to develop agile processes, impactful technology and to build a **Digital Policing** culture that is customer driven, dynamic and diverse and one that promotes employee flexibility, personal growth and professional development.

So, come and join our technology evolution.

About ICT



Ian Woodward - Head of ICT

“Neighbourhood policing remains at the heart of how the Force provides its service to communities, working with local people to shape the services they need, being highly visible and focusing on local needs at venues accessible to all.

Right at the centre of maintaining and improving the quality of policing services is technology. Information and communication systems are deployed and in use across the Force to help ensure that accurate and reliable information is made available to those who need it, when they need it and where they need it.

The ICT function develops, delivers and manages an array of systems as well as a considerable number of third party specialist solutions. Services are maintained and managed by our own specialist ICT teams, a collective of people with a tremendous wealth of experience and a place of constant, significant learning. Are you ready for the next, biggest opportunity to expand your career?

This is by far the most exciting time for technology. The Force is committed to transform the way it works in order to significantly improve and strengthen the services we provide. Plans have been carefully designed, working with partners, to ensure technology underpins the delivery of visible, productive and effective policing services. Our vision is to embed technology throughout, making the service resilient and responsive enough to withstand and overcome wider, unpredicted and unprecedented challenges. There has been no better time to join the team at Northumbria.”

Technology at Northumbria Police is transforming

We are focusing on new talent, new knowledge and new ways of operating across:



ICT leadership



Innovation and long term planning



Change management



Infrastructure and networks



Tools for the job



Applications and solutions



Engagement



Solution delivery



Service delivery



Data and business intelligence

Salary, benefits and flexible working

Terms of appointment

All ICT roles are permanent

Salary

All our posts are graded and salaried at a competitive level. Your salary will increase with your experience between the first three years, in recognition of your commitment to Northumbria Police.

Flexible Working

Work life balance is hugely important to us. Our general working hours are 37 hours per week though flexible and/or part time working arrangements are available. Successful candidates are invited to discuss details prior to appointment.

We want to give you the opportunity to perform your role from the office as well as from home. Whilst some roles require you to travel to various force locations to meet operational needs, we are focused on providing an environment that suits modern working and enables our people to satisfy modern life demands. Remote working is therefore also an option for those who do not reside within the force area, noting there is a requirement for staff to attend some of the force corporate meetings and events in person.

Benefits - Police staff have a range of benefits available, including:

- Annual leave

Provision for new staff starts at 23 days per annum (up to 28 days, negotiable) plus 8 bank holidays.

- Pension

A generous pension scheme provided through the Local Government Pension Scheme with benefits based on an average of earnings on which you have paid contributions over the period of membership. With an actual accrual rate of 1/49th of pay for each membership year, staff are also able purchase additional scheme benefits and in house additional voluntary contributions. Our pension scheme matches the state pensions age and provides the option to exchange some pension benefits for a lump sum at retirement (subject to HMRC limits).

- Personal support and advice

We provide a whole range of initiatives to support your welfare including occupational health support, development and mentoring schemes, a childcare scheme, the Force's health and wellbeing framework and membership of support associations. The latter are here to support and represent your needs.

- Physical Fitness

You will be able to access a number of sports facilities and discounted gym memberships as well as receiving discounts at participating businesses and services.

Our values

Our purpose and vision are underpinned by a set of core values which define the standards we have set. We have recently re-launched our core values following extensive engagement with our workforce, and these will be embedded in our everyday language and decision making.

OUR PURPOSE

Keep people safe and fight crime.

OUR VISION

Deliver an outstanding police service; working with communities to prevent crime and disorder and protect the most vulnerable people from harm.

OUR VALUES

Our values underpin our purpose and vision and define who and what we are:

Determined

Nobody is more determined than us to keep our communities safe.

01



Supportive

A supportive, inclusive culture is everything to us. Full stop.

02



Passionate

Our region is amazing. It's in our DNA to be passionate about what we do.

03



Dynamic

We are brave and bold. We are dynamic in our thinking so bring on innovation!

04



Proud

We are a team like no other. Proud of who we are and what we do.

05



Our wellbeing and people plan



Keep the entire workforce safe – all officers, staff and volunteers operate safe working practices and have access to the right equipment, training and rest breaks.



Keep the entire workforce healthy with a focus on wellbeing, health-promotion and resilience. Provide effective Occupational Health and employee assistance services alongside an effective employee-focused approach to absence management.



Create meaningful work – ensuring the Force has the right capacity and capability to meet demand, where people feel they are in the right job, doing the right things and empowered in such a way to succeed in their role.



Empower people to manage their own learning and development throughout their career, starting from where they are now, where they want to be and how their plans to get there are supported.



Create an inclusive and diverse workplace that is engaging, flexible and collaborative in ensuring the workforce, volunteers and partners have a voice in shaping Northumbria Police.

Candidate Journey

Candidate Timeline

Applications

Accepted from early December 2020

Shortlisting

January 2021

Interviews

January 2021

Candidate Journey

10 – 12 weeks

- Applicants must be a resident of the UK for a minimum period of 3 or 5 years to ensure vetting checks can be successfully performed, depending on level of role.
- Medical Forms to assess if any adjustments are required.
- 3 years of employment referencing.
- Vetting – level required dependent on role and will always be listed in role advert.

10 - 12 WEEKS

01 Role discussion

An audio/video call to discussion with a recruitment expert.

02 Role profile and candidate pack

Everything you require to see if this journey is right for you.

03 Check Pre-Employment criteria

Check Pre-employment.

04 Confirmation of application

Upload your CV for the line managers to consider.

05 Interview

Interview coaching provided.

06 Offer and vetting

Let's get you started.

Hear it from our own team



Masooma Awan
Principal Oracle DBA

"I wanted to be part of a team where I can make a positive impact on my community. No day is the same; I am able to develop my qualifications whilst working and I'm always learning something new. I work with a fantastic team who always go above and beyond, I really can't ask for more."



Emma Hall
Senior Analyst

"I have worked in both private and public sectors. But for me, a career at Northumbria Police gave me the opportunity to use my skills and knowledge to influence something that really matters. There is nothing more rewarding than supporting the delivery of frontline policing through the use of data. I'm passionate about data informing business decisions and it has been great to work with like-minded colleagues who are excited about change and the opportunities it will bring. Northumbria Police is definitely forward thinking in its advances to using technology and data."



Timothy Kernohan
ICT Technician

"Being profoundly deaf comes with its challenges but having strong and inclusive support at work is key in ensuring I feel welcome and valued – and that's exactly what you get here in Northumbria Police. We're all one big team and everyone respects the work we do and the skills everyone brings to the Force. It's a great department to work in and I love being part of something that helps so many people."

Come and join our technology evolution

careers.northumbria.police.uk

www.intelligent-resource.com