

## Chief Officer of Police

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**Department:** States of Jersey Police

**Reports to:** Minister For Home Affairs and The Chair of the Police Authority

**JE Reference:** JHA013

**Grade:** Tier 2

### Job Purpose

The Chief Officer of Police 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.
- Providing a professional, effective and efficient policing service to the Island, and in doing so fulfil all statutory and legal obligations of the office of Chief of Police, as set out in the States Police Force Jersey Law 2012.
- Safeguarding the principle of operational independence, having regard to the accountabilities to the Jersey Police Authority and Minister for Home Affairs.
- Contributing to the broader aims and ambitions of the Island's Government.
- Representing the Island nationally and internationally, as required.

### Job Principal Accountabilities

Set and ensure the implementation of organisational and operational strategy and policy for the Force, having regard to wider plans and objectives such as the Policing Plan in order to provide an effective and efficient policing service that meets current and future policing demands.

Fulfil all statutory and legal obligations of the office of Chief of Police, as set out in the States Police Force Jersey Law 2012.

Develop a mutually productive strategic relationship with the Home Affairs Minister and Jersey Police Authority, whilst maintaining the principle of operational independence.

Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.

Lead, inspire and engage the Senior Management Team, role modelling approaches to and setting a workforce culture which promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams effectively enabling the achievement of the Force vision and goals.

Fulfil the authorising responsibilities of the Chief Officer of Police and maintain operational oversight, holding accountability for compliant policing responses, in order to protect the public and further develop the Force's operational strategies.

Be the Accountable Officer with sole responsibility for Force finances, ensuring the effective use of public spending and maximise value for money.

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Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to the broader aims of public safety, enhancing the community or the joint delivery of services.

Develop a productive strategic relationship with Chief Executive Officer and Director Generals within the Island's Government to represent the interests of the Force and contribute to the broader aims of public safety, efficiency and effectiveness, as specified and agreed in a Policing Protocol (to be developed).

### Statutory Responsibilities

Active engagement, participation and compliance with all other statutory responsibilities applicable to the role, as detailed in the 20 individual laws describing the responsibilities of the Chief Officer of Police.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

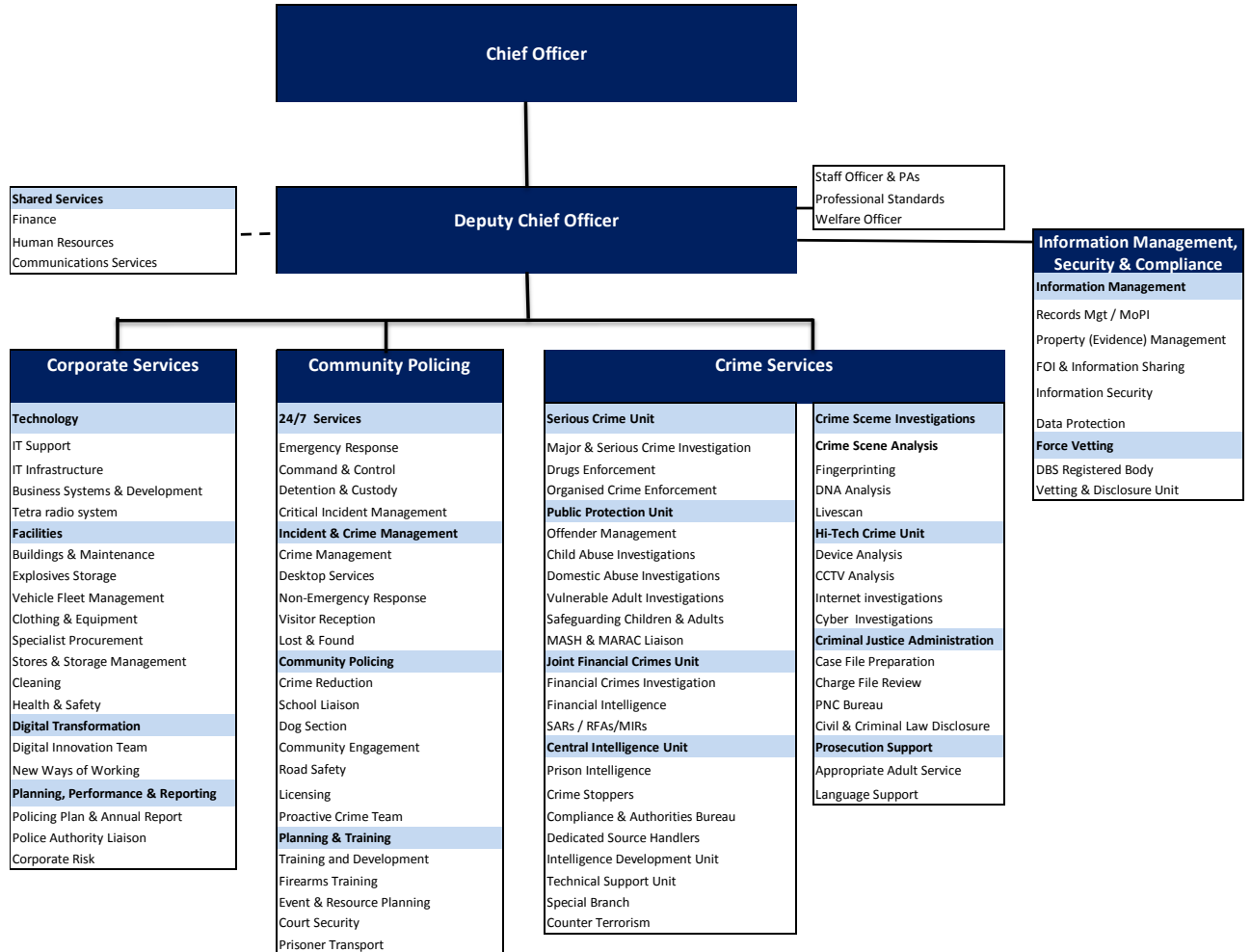
### Services

States of Jersey Police – Protection of life and property, prevention and detection of crime, bringing offenders to justice, supporting communities and vulnerable people, building and maintaining public trust and confidence.

Specific services include:

- Supporting victims of crime – including referral to specialist agencies,
- Emergency response, incident management– including tri-agency Control Room
- Critical incident management – including JESIP, public order response and fire arms teams
- Public Protection - including management of violent offenders and sex offenders
- Criminal investigations - including high volume crime, serious and organised crime, cyber and digital crime, economic crime, crime scene investigations and evidence management
- Intelligence – including special branch, surveillance and covert policing, and daily tasking
- Community policing – including roads policing, safeguarding children and vulnerable people, policing the licensed trade, schools, parish policing, prevention campaigns
- Criminal Justice administration – including civil and criminal disclosure, and preparation of case files
- Specialist police capabilities

**States of Jersey Police - Organisational  
Structure  
(1st June 2019)**



<b>Core Leadership Accountabilities</b>	
Ministerial relationships	Provide guidance and support to the Minister for Home Affairs, translating their policies into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customer and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding experience to all victims, service-users, customers and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement and innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches to talent management and resourcing decisions that promote equality, diversity and inclusion. Develop workforce plans to develop the required capability and capacity to meet current and future business requirements
Jersey Standard	Within the parameters required to maintain police independence, be inclusive within the programme of Jersey Standards. A performance and service excellence framework for the Government of Jersey.
Partnership	Develop effective internal and external partnerships to support the continued safety of islanders and visitors. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with reference to Jersey Laws, statutory requirements and policy, and to operate within an acceptable level of risk. Lead by example, carrying out duties within professional good practice and legal standards.

<b>Executive Traits and Behaviours – Government of Jersey Attributes Tiers 1, 2 and 3</b>	
Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, ownership, is resilient and tenacious
Moves at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach
Is Emotionally Intelligent	Has the ability to understand thoughts, values and behaviours from within yourself, colleagues and those we serve.
Works ethically with values	Understands and acts within the ethics and values of the Police Service as defined within the Code of Ethics and Competency and Values Framework

<b>Creating Conditions for Success – Government of Jersey Attributes Tier 1, 2 and 3</b>	
Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates a capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

## Person Specification

### Qualifications and Experience

Successful completion of the Strategic Command Course (SCC).

Experience of working at a strategic level with a full understanding of the policy and practice issues in public protection and law enforcement services.

Demonstrate significant and relevant senior leadership experience within one or more of the professional disciplines within the remit of the role.

Demonstrate strong logistical and organisational experience, working within a multi-agency environment.

Evidence knowledge and experience of emergency planning strategies in a modern society and an ability to quickly assimilate specialist/technical knowledge in relation to current threats.

Evidence a working knowledge of critical incident techniques including Bronze/Silver/Gold Command structure and policing public events.

Evidence significant experience of driving improved performance through the integration of specialist resources to enable better outcomes and improved public confidence.

Evidence the ability to liaise and negotiate at the highest level on a range of complex legal, technical and financial issues

Demonstrate the ability to communicate effectively and confidently with a diverse range of stakeholders and be able to represent their views in speaking to various groups and at different levels, including reporting to Minister for Home Affairs and the Jersey Police Authority.

Evidence participation in continuing professional development and be a role model, leading by example and by sharing learnings and reflections to enhance the professionalism of the police.

The post holder will need to be security cleared to Develop Vetted level, as the role deals with sensitive and confidential material.

## Generic to Senior Leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that Jersey faces.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successfully influencing key stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high performing and significant sustainable service improvements and outstanding results, within agreed budgets whilst meeting policies set by the Minister for Home Affairs.

Experience of developing and sustaining a culture that meets the needs of and engages with the public, customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business like approaches to managing demand for services to deliver cost effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.