

Deputy Chief of Police

Department: States of Jersey Police (Justice and Home Affairs)

Division: States of Jersey Police

Reports to: Chief of Police

Job purpose

In accordance with the Police Force (Jersey) Law 2012, Deputy Chief of Police supports the Chief of Police in leading the Force, acting in his/her absence, while providing a management and leadership role to the Senior Leadership Team in the effective co-ordination and direction of operations, working closely to engender a positive culture, maintaining the organisational values and ethics.

To contribute to and supervise delivery of the objectives of the Policing Plan, providing a high quality and efficient policing service, in line with the agreed direction and vision, while maintaining a safe, just and fairer society, enhancing the quality of life for everyone living in Jersey, protecting the most vulnerable young people and adults from harm, keeping everyone safe.

Job specific outcomes

1. As a key member of the Senior Leadership Team, provide a key leadership role to the Senior Leadership Team, working collaboratively with other members of the Police Force, the Jersey Police Authority and relevant partners across the Government of Jersey, producing strategic direction and policies for the States of Jersey Police (SoJP).
2. In support of the Chief of Police, ensure delivery of all requests for data, statistics and other information requested by the Jersey Police Authority for the production and delivery of the Annual Policing Plan and the Annual Report in line with statutory duties.
3. Under the direction of the Chief of Police, contribute to the setting of the organisational and operational strategy, performance management objectives and measures for the Force, in order to provide an effective and efficient policing service that meets current and future policing demands, resulting in outcome based measures that demonstrate continuous improvement to the Home Affairs Minister and Jersey Police Authority.
4. In support of the Chief of Police, and as the Force's Senior Information Risk Owner (SIRO) ensure the integrity, accuracy and appropriateness of the information and intelligence held by States of Jersey Police, ensuring highly sensitive and highly confidential information is managed and retained in line with the relevant data protection legislation and, where relevant, appropriate Home Office or College of Policing Guidelines.
5. Alongside the Chief of Police, be accountable to the Jersey Police Authority (JPA) for policing delivery and operational performance and accountable to the Minister for the strategic direction and delivery of the States of Jersey Police .

6. Ensure to develop and maintain the strategic link within Justice and Home Affairs, linking into corporate and departmental change programmes, continuous improvement, strategies and activities with colleagues, encouraging high performance, providing the appropriate relationship between SoJP and Justice and Home Affairs supported by a protocol that clarifies independence.
7. Responsible for the Professional Standards Departments, ensuring any complaints against Police Officers are dealt with under the States of Jersey Police Force (General Provisions) (Jersey) Order 2016 and any relevant legislation, also dealing with any matters raised by the Jersey Police Complaints Authority.
8. To provide advice to the Chief of Police on any operational and staffing matters, ensuring the safe level of operational staffing is maintained, particularly in times of demand, whilst utilising the support and advice of relevant partners within the Government of Jersey. Responsibility for any Health and Safety matters within the States of Jersey Police, ensuring any policies and/or wellbeing matters are being addressed and any policies are effectively implemented and achieve their purpose.
9. To command as Gold Commander in any serious incidents which may occur.
10. Represent the States of Jersey Police on any regional, international and national conferences (e.g. NPCC), whilst providing representation on any media enquiries and at any senior meetings where senior Police presence is required.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

States of Jersey Police Force Law 2012 and the States of Jersey Police Force (Chief Officer and Deputy Chief Officer) (Jersey) Regulations 2017

Force Senior Information Risk Owner (SIRO)

States of Jersey Police- Law enforcement including crime response, incident management, criminal investigations management, public order management, high risk sex offenders, surveillance, cyber-crime, financial crime unit liaison, children and vulnerable people and community policing.

Organisational structure

One Government Departments



Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>A recognised qualification in leadership, management or business related field (e.g: Institute of Directors (IOD) Post Graduate Diploma, Chartered Management Institute (CMI) Senior Qualification or equivalent experience.</p> <p>Qualified Strategic Firearms Commander</p>	<p>To have passed the Senior National Police Assessment Centre and Senior Command Course</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Maintain knowledge of College of Policing Guidance, States of Jersey Police Force legislation, best practice and national and local initiatives and policies applicable to the strategic policing context.</p> <p>Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all</p>	

	<p>functional policing areas of operational responsibility.</p> <p>Maintain knowledge and understanding of political, economic, social, technological, legal and environmental factors and developments to inform strategic policing plans and enable an efficient and effective approach to policing and ensure the force is able to tackle new and evolving crime, threats and priorities.</p> <p>Work with national policing agencies and bodies, to ensure the force maintains professional standards.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle licence etc.</i></p>		
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Skilled in the development of strategy and policy, aligned to operational requirements.</p> <p>Able to create operational plans which balance complex and conflicting resource demands and enable the achievement of strategic goals.</p> <p>Able to manage substantial financial, people and material resources, demonstrating high levels of commercial acumen to balance complex, competing demands on resources by making appropriate risk-based decisions within the available budget. Able to drive strategic organisational change that reshapes the services or</p>	

	<p>functions delivered by the Force, to deliver appropriate responses to emerging trends and issues.</p> <p>Able to identify emerging trends and issues and use these to inform strategic planning.</p> <p>Able to operate with high levels of political astuteness, skilled in negotiating the internal and external political landscape effectively.</p> <p>Able to use a wide range of highly effective communication and influencing techniques and methods to successfully negotiate, collaborate and influence change at senior levels and across a diverse range of stakeholders and partners.</p> <p>Skilled in maintaining an effective critical advisor role to more senior positions.</p> <p>Skilled in building and maintaining productive stakeholder and partner relationships at senior levels and being able to apply problem solving approaches and methodologies to resolve issues and to reconcile conflicts of interest.</p> <p>Skilled in leading, developing and inspiring people, engaging the organisation with Force</p>	
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	<p>strategic priorities, values and behaviours.</p> <p>Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.</p> <p>Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Wide ranging operational law enforcement experience.</p> <p>A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior levels.</p> <p>Experience of successfully engaging with and influencing multi-agency partnerships.</p> <p>Experience of embedding an effective performance management framework.</p> <p>Experience of implementing successful organisational development, change and innovation.</p> <p>Experience of management of significant budgets.</p>	

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 3 core accountabilities attributes and behaviour indicators.

As a Police Officer, required to perform under the relevant Competency Values Framework (relevant level for Leadership).

Organisation chart

