ROLE PROFILE

Job Title: ACC / Commander National Police Coordination Centre

Rank: Assistant Chief Constable or Commander

Reports to: Chair of the National Police Chiefs’ Council (NPCC)

Responsible for: National Police Coordination Centre (NPoCC) Disaster Victim Identification Unit (DVI) and from October 2015 the Joint International Policing Hub (JIPH)

Main purpose of role: To provide visible and dynamic strategic leadership to NPoCC, ensuring the effective delivery of the unit’s functions in coordinating mutual aid, effective forward planning, national policing capacity assessments and a rolling testing and exercising regime.

Key Responsibilities:

- Strategic Lead for NPoCC. Manages and oversees the unit, ensuring the effective coordination of the police resourcing response to large scale incidents in emergencies and steady state.

- Leads nationally on undertaking capability and capacity assessments in line with the national policing requirements and supports regions/forces in developing capability and capacity. Commissions and reviews the rolling mobilisation testing and exercising regime.

- Leads in respect of mobilisation at the national interoperability program and at forums governing the use and development of police specialist functions.

- Ensures effective horizon scanning and a capacity to respond to incidents is in place through forward planning and effective working with intelligence gathering bodies, such as the NDEIU and local forces.

- Acts as the main interface with Home Office and other Government bodies, Chief Officers, College of Policing, HMIC and PCCs. Develops and maintains effective relationships with key stakeholders. Influences the national policing agenda through attendance at key strategic/ministerial meetings.

- Attends relevant NPCC Coordination Committees (such as Operations, Crime and International Relations) to progress national coordination issues.

- Advises and supports the NPCC Chair, Chief Constables and other chief officers from within national policing, in respect of operational policing matters.

- In times of crisis supports the NPCC Chair (or lead senior officer) in representing the Police Service in COBR;

- Line manages the DVI function and other functions brought under the aegis of the national coordination role, including the Joint International Police Hub (JIPH) which will be hosted by NPoCC in the autumn of 2015.

- Regularly reports on the activities and effectiveness of NPoCC to governance and oversight bodies, including Chief Constables’ Council and senior government officials.

- Maintains personal operational effectiveness by maintaining accreditation and undertaking operational cover in a strategic command discipline within their home force.

- The post holder will have a good understanding of the national policing and political landscape and will be required to successfully operate within this challenging operating environment.
PERSON SPECIFICATION

Requirements as set out by the Policing Professional Framework for the rank of Assistant Chief Constable/Commander are reproduced below for ease of reference:

PERSONAL QUALITIES

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<tr>
<th>Decision making</th>
<th>Assimilates complex information quickly, weighing up alternatives and making sound, timely decisions. Gathers and considers all relevant and available information, seeking out and listening to advice from specialists. Asks incisive questions to test facts and assumptions, and gain a full understanding of the situation. Identifies the key issues clearly, and the inter-relationship between different options at a local and national level, assessing the costs, risks and benefits of each. Prepared to make the ultimate decision, even in conditions of ambiguity and uncertainty. Makes clear, proportionate and justifiable decisions, reviewing these as necessary.</th>
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| Leadership      | **Leading strategic change**
|                 | Thinks in the long term, establishing a compelling vision based on the values of the Police Service, and a clear direction for the force. Instigates and delivers structural and cultural change, thinking beyond the constraints of current ways of working, and is prepared to make radical change when required. Identifies better ways to deliver value for money services that meet both local and national needs, encouraging creativity and innovation within the force and partner organisations. |
|                 | **Leading the workforce**
<p>|                 | Inspires people to meet challenging organisational goals, creating and maintaining the momentum for change. Gives direction and states expectations clearly. Talks positively about policing and what it can achieve, building pride and self-esteem. Creates enthusiasm and commitment throughout the force by rewarding good performance, and giving genuine recognition and praise. Promotes learning and development within the force, giving honest and constructive feedback to colleagues and investing time in coaching and mentoring staff. |</p>
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<th><strong>Managing performance</strong></th>
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<td>Translates the vision into action by establishing a clear strategy and ensuring appropriate structures are in place to deliver it. Sets ambitious but achievable timescales and deliverables, and monitors progress to ensure strategic objectives are met. Identifies and removes blockages to performance, managing the workforce and resources to deliver maximum value for money. Defines what good practice looks like, highlighting good practice. Confronts underperformance and ensures it is addressed. Delegates responsibilities appropriately and empowers people to make decisions, holding them to account for delivery.</td>
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<td><strong>Professionalism</strong></td>
<td>Acts with integrity, in line with the values and ethical standards of the Police Service. Delivers on promises, demonstrating personal commitment, energy and drive to get things done. Defines and reinforces standards, demonstrating these personally and fostering a culture of personal responsibility throughout the force. Asks for and acts on feedback on own approach, continuing to learn and adapt to new circumstances. Takes responsibility for making tough or unpopular decisions, demonstrating courage and resilience in difficult situations. Remains calm and professional under pressure and in conditions of uncertainty. Openly acknowledges shortcomings in service and commits to putting them right.</td>
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<td><strong>Public service</strong></td>
<td>Promotes a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strive to address them. Builds public confidence by actively engaging with different communities, agencies and strategic stakeholders, developing effective partnerships at a local and national level. Understands partners' perspectives and priorities, working co-operatively with them to develop future public services within budget constraints, and deliver the best possible overall service to the public.</td>
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<td><strong>Working with others</strong></td>
<td>Builds effective working relationships through clear communication and a collaborative approach. Maintains visibility and ensures communication processes work effectively</td>
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throughout the force and with external bodies. Consults widely and involves people in decision-making, speaking in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Negotiates effectively with local and national bodies, representing the interests of the Police Service. Sells ideas convincingly, setting out benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively. Fully commits to team decisions.

Conditions

1. The role is a secondment to NPoCC is hosted by the MPS and is open to police officers at the rank of ACC or Commander, or substantive Superintendent ranks who have been successful at the strategic command course. Applications must include an endorsement supporting your secondment from your Chief Constable.

2. The length of the secondment is initially set at 24 months - but may be open to extension depending on prevailing circumstances.

3. The post is based in central London but frequent travel often at short notice around the country will be necessary.

4. Terms and conditions of service are based on the Home Office guidance on police officer and staff secondments (2013)