



STAFFORDSHIRE
POLICE

Assistant Chief Officer (Resources)

Grade: Assistant Chief Officer

Reports to: Deputy Chief Constable

Salary: £96,996 - £114,888

Main purpose of the role:

The Assistant Chief Officer (ACO) Resources is a key member of the Chief Officer Team contributing to the creation of the force vision and values; setting the direction and culture of the organisation and building trust and confidence in the delivery of an effective police service.

The ACO (Resources) is responsible for reviewing and driving performance of the Enabling Services functions to ensure the best policing service for the communities of Staffordshire.

You will drive strategic direction and be a champion of organisational cultural change, promoting and modelling behaviours in line with our force vision and values; promoting professionalism and commitment to being a caring, collaborative and accountable police service.

Scope of the Role

As a member of the Chief Officer Team, you will determine the strategic direction of the force for the enabling services departments, representing the force interests and those of the communities it serves.

To provide engaged leadership for developing and delivering the following enabling services:

- People and Organisational Development
- Finance and Payroll services
- Procurement and contract management (Commercial Services)
- Estates
- Information Technology and Systems
- Joint Emergency Transport Services (JETS)

Supporting and developing collaborative partnership arrangements with Staffordshire Fire and Rescue services including the provision of Shared Services.

Main responsibilities:

Contribute to setting the direction of organisational strategy for the Force, in alignment with wider plans and objectives such as the Police and Crime Plan and Strategic Policing requirement, in order to provide an effective and efficient policing service that meets current and future policing demands.

Support the Chief Constable to lead the Force, embedding a positive organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.

Work with the Chief Officer team to develop strategic direction, organisational development and cultural change enabling the effective implementation of the force delivery plan.

Participate in governance arrangements including close liaison with the Office of the Police, Fire and Crime Commissioner to provide information in relation to delivery of our people and resourcing objectives.

Lead, motivate and engage a team of senior policing professionals, promoting workforce wellbeing, facilitating impactful professional development and performance management to create an empowered team effectively contributing to the achievement of Force objectives.

Responsible for the delivery of the Enabling Services strategies to ensure an efficient, effective and compliant policing service which enables effective law enforcement and public protection.

Set and manage budgets and resource plans across the force in line with the wider budget framework to maximise the efficient use of resources, ensure the effective use of public spending and maximise value for money.

Effectively measure, evaluate and report on performance across the Enabling Services directorate utilising findings to drive improvements in service delivery.

Lead and develop collaboration arrangements with Staffordshire Fire and Rescue Service.

Develop and maintain strategic relationships with local and regional partners, effectively influencing and collaborating to enable the achievement of objectives for the force, to improve public safety and build trust and confidence in policing.

Represent the force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to promote visibility, connect with the public and build confidence in policing.

Effectively manage and encourage development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in problem solving and evidence based policing.

Undertake other duties commensurate with the post, at the discretion of the Chief Constable.

Person Specification

Manage substantial financial, people and material resources, demonstrating commercial acumen to balance complex, competing resource demands by making appropriate risk-based decisions within the available budget.

Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.

Deliver and manage strategic organisational change that reshapes force services or functions, to ensure appropriate responses to emerging trends and issues.

Ability to analyse a wide range of information to identify emerging trends and issues and use these to inform strategic planning.

Able to operate with sound political astuteness and negotiate the internal and external political landscape effectively.

Excellent range of highly effective communication and influencing techniques to successfully negotiate, collaborate and influence change at senior levels and across a diverse range of stakeholders.

Skilled in building and maintaining stakeholder and partner relationships, being able to apply problem solving approaches and methodologies to resolve issues and to reconcile conflicts of interest.

Excellent leadership skills, developing and inspiring people, engaging a diverse range of teams with strategic priorities, values and behaviours.

Ability to apply or devise problem solving methodologies or specialised concepts and methods of analysis (or commission them from others), to clarify and/or solve multifaceted and complex problems.

Able to reflect on and hold themselves, individuals and the organisation to account for performance and behaviours.

Special Conditions

- This post is subject to management level vetting as a minimum
- The post holder must be prepared to travel both regionally and nationally as required
- This is a politically restricted post.

Essential Skills

Educated to degree level or equivalent in business related studies or suitable evidence of a similar role being effectively performed with proven commitment to CPD.

- Substantial proven leadership experience and delivering organisational change.
- Ability to establish and maintain effective working relationships with partners.
- Ability to inspire and motivate teams, peers and partners.
- Excellent communication skills, written and verbal.
- Effective performance management skills.
- Ability to make rational and evidence based strategic decisions operating in a dynamic environment.
- Highly effective communication and influencing techniques to successfully negotiate, collaborate and inform change at a strategic level.

- Recognise and confidently manage risk across the organisation.
- Inspire creativity and innovation at all levels across the force.

Desirable Skills

- Post Graduate Degree/qualification.
- Qualified Section 151 Finance Officer.
- Detailed understanding of the national policing landscape
- Understanding and experience of changing organisational culture.

Competency and Values Framework	Level
We are Emotionally Aware	3
We Take Ownership	3
We Deliver, Support and Inspire	3
We are Collaborative	3
We Analyse Critically	3
We are Innovative and Open Minded	3