



Derbyshire
Police and Crime
Commissioner
Safer and Stronger Together

Protecting Communities
Fighting Crime



Reception

CHIEF CONSTABLE FOR DERBYSHIRE

Appointment Pack

LEADERSHIP. TRUST. PUBLIC SERVICE.
DELIVERING FOR DERBYSHIRE.

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Welcome from the Police and Crime Commissioner

Thank you for your interest in becoming the next Chief Constable of Derbyshire Constabulary.

This is one of the most important appointments I will make as Police and Crime Commissioner. The Chief Constable will play a vital role in ensuring that the people of Derbyshire and Derby City continue to receive an effective, visible and trusted policing service, while leading an organisation committed to protecting the public, preventing harm and supporting victims.

My **Police and Crime Plan 2024-2029** sets out the strategic direction for policing and community safety across Derbyshire. It reflects the views of residents, partners and stakeholders and provides a clear framework for the priorities that matter most to those we serve.

The successful candidate will work with me to deliver against the strategic priorities within the Police and Crime Plan, while respecting the operational independence that is fundamental to policing.

I am seeking an exceptional leader who combines operational credibility with strategic vision; someone who inspires confidence, leads with integrity and understands that public trust is built through openness, professionalism and consistent delivery.

The next Chief Constable must be able to lead in a complex environment, balancing the immediate demands of policing with the need for prevention, early intervention and partnership working. Many of the challenges facing communities cannot be solved by policing and enforcement alone, a holistic approach with partners will be essential.

This is an opportunity to lead Derbyshire Constabulary at an important time for policing. The successful candidate will need to understand the needs of our communities, support our workforce, strengthen partnerships and ensure the Force continues to deliver an effective, visible and trusted policing service for everyone. They will also play a key role in driving continuous improvement, building on the progress already made and delivering sustained improvements in the priority areas identified through HMICFRS inspections.

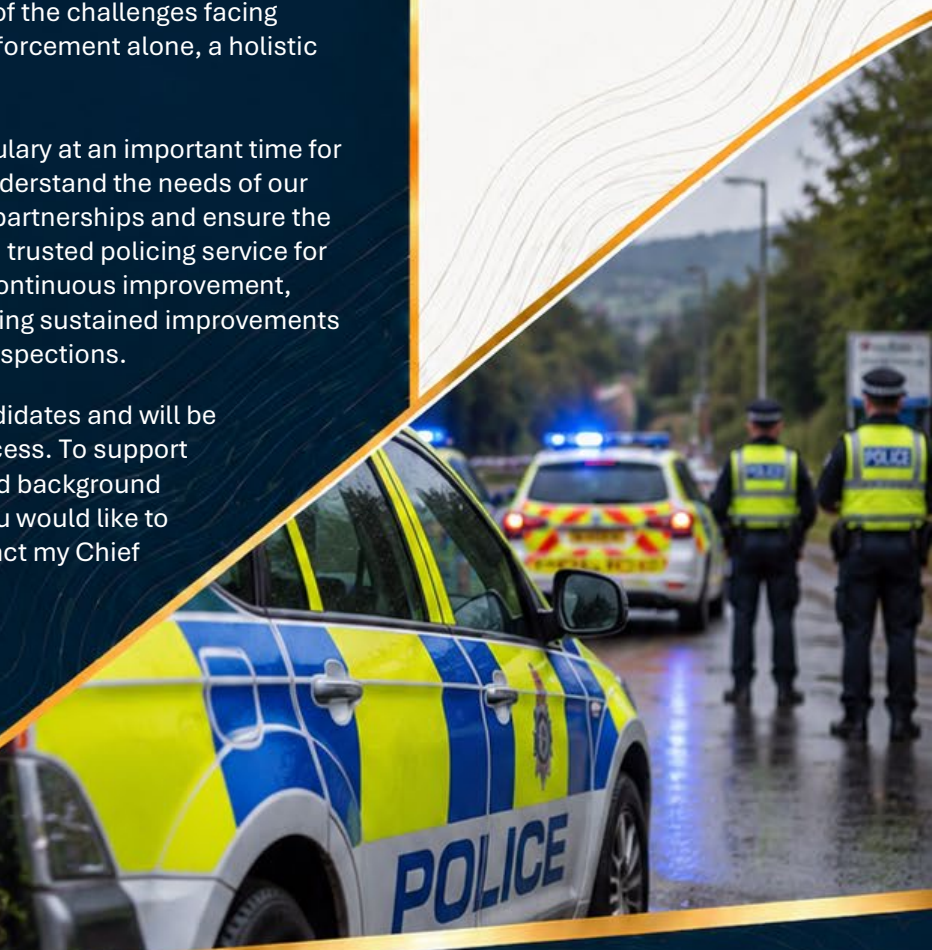
I am keen to attract a broad range of talented candidates and will be running an open and transparent recruitment process. To support you in completing your application, I have provided background information about Derbyshire and the Force. If you would like to discuss the role further, you are welcome to contact my Chief Operating Officer, Andrew Dale, at: andrew.dale@derbyshire.police.uk

Above all, I am looking for a Chief Constable who shares my commitment to making Derbyshire a safer place to live, work, study and visit.



Nicolle Ndiweni-Roberts

**Police and Crime Commissioner
for Derbyshire**



Derbyshire Police Force Area

Derbyshire is a diverse and distinctive place, combining vibrant urban communities, historic market towns, villages, rural areas and the internationally recognised landscape of the Peak District National Park.

The area served by Derbyshire Constabulary includes Derby City and the county of Derbyshire, it is home to almost 1.1 million residents and brings together different communities.

The geography of Derbyshire creates a varied policing environment, but we are committed to doing our best to protect and serve the public. The area includes major transport routes, including the M1 corridor and important road and rail networks, supporting economic activity, tourism and movement of people.

Derbyshire has a strong and resilient economy, with strengths in manufacturing, engineering, education, tourism, agriculture, retail and professional services. The Peak District National Park is a defining feature of the area, attracting millions of visitors each year and creating additional responsibilities around public safety, partnership working and emergency response.

Communities across Derbyshire experience different challenges. Some areas benefit from significant economic growth and opportunity, while others face challenges associated with vulnerability, deprivation and access to support services.

Understanding these differences is essential to delivering effective policing. Keeping people safe requires a holistic approach, bringing together policing, local authorities, health services, education providers, voluntary organisations, businesses and communities.

The successful Chief Constable will lead policing across an area where people rightly expect a service that is visible, responsive and connected to local concerns.



About Derbyshire Constabulary

Leading Policing Across Derbyshire

Derbyshire Constabulary is a professional and values-led organisation serving the communities of Derbyshire and Derby City.

The Force operates across a diverse policing environment, combining urban, suburban, rural and visitor communities. This requires an approach that is adaptable, locally connected and focused on achieving positive outcomes.

The Chief Constable will lead officers, staff, volunteers and partners in delivering effective policing and ensuring the Force remains focused on protecting people, preventing harm and responding to changing demands.

Derbyshire Constabulary delivers a broad range of policing services, including neighbourhood policing, emergency response, investigation, safeguarding, specialist capabilities and partnership activity.

The successful Chief Constable will lead policing across an area where people rightly expect a service that is visible, responsive and connected to local concerns.

The Policing Environment

The challenges facing policing continue to evolve. Changing crime patterns, vulnerability, technology-enabled offending and increasing public expectations require strong leadership and continuous improvement.

The Chief Constable will need to balance operational effectiveness with long-term strategic thinking, ensuring that policing remains focused on prevention as well as response.

Public confidence is central to policing by consent. The successful candidate will lead with openness and transparency, ensuring Derbyshire Constabulary listens to communities and responds effectively to their concerns.

Partnership Working

Many community safety challenges require collaboration beyond policing. The Chief Constable will build strong relationships with partners and recognise the importance of working collectively to improve outcomes.

A holistic approach will be essential to preventing harm, protecting vulnerable people and supporting safer communities.

Delivering the Police and Crime Plan 2024-2029

The [Police and Crime Plan 2024-2029](#) provides the strategic framework for policing and community safety across Derbyshire.

The Chief Constable will be responsible for ensuring Derbyshire Constabulary delivers effectively against the strategic priorities within the Plan and translates ambition into meaningful outcomes for residents.

The role requires a leader who understands both the operational demands of policing and the importance of prevention, partnership and early intervention.

The successful candidate will provide leadership across the organisation, ensuring that officers and staff have the support, direction and resources required to deliver high standards of public service.

Strategic Priorities

Serious Violence, including Violence Against Women and Girls

The Chief Constable will provide leadership in preventing and tackling serious violence, ensuring effective operational responses while working with partners to address the causes of harm.

This includes protecting vulnerable people, improving outcomes for victims and ensuring violence against women and girls remains embedded within policing practice and culture.

Anti-Social Behaviour and Community Safety

Anti-Social behaviour can significantly affect confidence and quality of life.

The Chief Constable will ensure the Force responds effectively to community concerns, works with partners and uses problem-solving approaches to address underlying causes.

Neighbourhood Policing

Neighbourhood policing is fundamental to trust and confidence.

The Chief Constable will ensure local policing remains connected to communities, understands local concerns and supports prevention activity.

Bringing Offenders to Justice

The Chief Constable will maintain a focus on effective investigation, victim outcomes and ensuring offenders are held accountable.

Drug Dealing and Substance Misuse

The Force will continue to address drug-related harm through enforcement, prevention and partnership approaches.

Supporting Victims and Safeguarding

The Chief Constable will ensure victims receive effective support and that safeguarding remains central to policing activity.



Role of the Derbyshire Police and Crime Commissioner

The Derbyshire Police and Crime Commissioner is the local governing body for policing in Derbyshire. The Commissioner has an over-arching duty to secure an effective and efficient police Force, and has a number of statutory roles, which include:

- Representing all those who live and work in the communities in their Force area and identifying their policing needs
- Setting priorities that meet those needs by agreeing a Police and Crime Plan
- Holding the Chief Constable to account for achieving the Commissioner's priorities as efficiently and effectively as possible
- Setting the Derbyshire Constabulary Budget
- Hiring and, if necessary, dismissing the Chief Constable

To fulfil these roles, the Commissioner has a range of powers and responsibilities:

- Must produce a Police and Crime Plan
- Must produce an Annual Report
- Must set the policing "precept", which is the part of local council tax that goes to policing
- Hiring and, if necessary, dismisses the Chief Constable
- Makes Crime and Disorder Reduction Grants
- Has oversight of how complaints against the police are managed
- Must keep under review opportunities for collaboration
- Has duties relating to national criminal threats, safeguarding of children, and consulting the public
- The exercise of duties relating to equality and diversity that are imposed on the Chief Constable by any enactment
- Has a role in ensuring the effectiveness of the wider criminal justice system

Support and Scrutiny

The Commissioner is supported in her work by an executive team headed by the Chief Operating Officer.

The Commissioner is supported and scrutinised by a [Police and Crime Panel](#). The Panel is made up of ten councillors and four co-opted councillors from across Derbyshire. Additionally, there are two independent members. Further information on the work of the Commissioner and the statutory framework in which the Commissioner works can be found on the [Commissioner's website](#).

Corporate Governance

A Joint Corporate Governance Framework is in place to ensure that business is conducted lawfully and efficiently. The Chief Constable is responsible for efficient management of resources and expenditure and should do so in accordance with the principles and regulations contained within the Joint Code of Corporate Governance. The Joint Audit, Risk and Assurance Committee (JARAC) is an independent body, and its role is to ensure there are robust processes for the recognition, evaluation, mitigation and management of risk.

The Leader We Are Looking For

The Police and Crime Commissioner is seeking an exceptional leader who can provide clear strategic direction, inspire confidence and lead Derbyshire Constabulary with integrity, professionalism and purpose.

The successful candidate will combine operational credibility with the ability to lead a complex organisation, build strong relationships and deliver against the strategic priorities within the Derbyshire Police and Crime Plan 2024-2029.

Strategic and Forward-Thinking

A leader who can anticipate future challenges, make evidence-based decisions and translate strategic ambition into effective policing delivery. The successful candidate will ensure Derbyshire Constabulary remains adaptable, innovative and focused on achieving positive outcomes.

Visible and Connected

A Chief Constable who is accessible, listens and understands the experiences and expectations of officers, staff, partners and communities. They will build confidence through authentic leadership and a strong connection with those they serve.

Collaborative and Partnership-Focused

A leader who recognises that improving public safety requires a holistic approach and effective partnership working. They will build trusted relationships across organisations and communities to prevent harm and improve outcomes.

Values-Led and Inclusive

A Chief Constable who leads by example, promotes high standards of professionalism and creates an environment where people feel valued, respected and able to succeed. They will understand that legitimacy and trust are central to policing by consent.

Improvement-Focused and Accountable

A leader committed to continuous improvement, who welcomes scrutiny and uses learning to strengthen policing. They will ensure that areas for improvement identified through HMICFRS inspections and other reviews are addressed effectively and that progress is demonstrated through improved outcomes.

Developing People and Culture

A Chief Constable who recognises the importance of supporting, developing and valuing officers, staff and volunteers. They will create a culture where people are encouraged to perform at their best and deliver an excellent service to the public.



Role Profile

Purpose

The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction and culture that:

- Builds public and organisational confidence and trust
- Enables the delivery of a professional, effective and efficient policing service

The Chief Constable holds direct accountability for the independent operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.

The Chief Constable is responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a corporation sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any schemes of governance or consent that exist, which determine Force governance arrangements.

The Chief Constable ensures the operational independence of the police, which is a fundamental principle of British policing. It is expected by the Home Secretary that the professional discretion of the police service and oath of office give surety to the public that this shall not be compromised.

Key Responsibilities

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|-----------|--|-----------|--|
| 01 | Fulfilling the authorising responsibilities of a Chief Constable, maintaining accountability for effective compliant policing responses to protect the public and further develop the Force's operational strategies. | 05 | Developing and maintaining strategic partnerships and relationships with local, regional and national partners, influencing across the diverse stakeholder landscape to generate consensus on how best to collaborate and work together on shared outcomes, and make a leading contribution to improvements and change in the broader operating context to enable the achievement of the Force objectives. |
| 02 | Advising national bodies such as Cabinet Office Briefing Rooms (COBR) on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law. | | |
| 03 | Leading and commanding the operational policing responses on occasion, in the most high-risk and high-profile instances, in order to protect the public and ensure an appropriate and effective response. | 06 | Developing a mutually productive strategic relationship with the Police and Crime Commissioner (PCC) in line with the requirements of the policing protocol, whilst fulfilling all statutory and legal obligations as corporation sole. |
| 04 | Representing the Force at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing. | | |

Role Profile *(continued)*

Key Responsibilities

- 07** | Championing and leading the creation of an organisational climate that is inclusive, builds confidence in doing the right thing, promoting ethical behaviour, and maximising the value brought by different perspectives and experiences, by role modelling the right behaviours and ensuring the right systems and processes are in place so that the Force is designed and operates in line with its values and ethics to enable successful policing.
- 11** | Setting and ensuring the implementation of organisational and operational strategy for the Force, having regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives to provide an effective and efficient policing service that meets current and future policing demands.
- 08** | Leading, inspiring and engaging the Force, communicating a clear direction, and setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful continuing professional development, regular review conversations and performance management to create empowered teams that effectively deliver the Force vision and goals.
- 12** | Creating and driving a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
- 09** | Holding accountability for managing their allocated budgets after they have been approved by the PCC. Ensuring that the financial management of their allocated budget remains consistent with the objectives and conditions set by the PCC and effective use of public spending.
- 13** | Developing and maintaining governance arrangements and processes within the Force, to ensure effective decision making and appropriate action at all levels or tiers of the organisation.
- 10** | Playing an active role in national decision making on the development of the police service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.
- 14** | Leading national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- 15** | Creating an environment that nurtures open communication, workforce development and accountability. Adopting a people-centred approach to enabling professional development; including effective regular review conversations, promoting and role modelling a culture of care and continuing development, where individuals are supported, their contributions are recognised, and the organisation demonstrates connection with its people leading to enhanced individual, team and organisational success.



Education and Experience, Behaviours, Skills and Competencies

Previous education, qualifications and experience

- Has held rank of assistant Chief Constable or Commander or a more senior rank in a UK police Force (or have held one of the designated roles if appointed from overseas) or have held a senior position in the Fire and Rescue service in cases where a single employer model has been adopted.
- Successful completion of the College of Policing's Executive Leaders Programme (ELP) or successfully completed the senior Police National Assessment Centre (senior PNAC) and the strategic command course prior to 2023.
- Successful completion of the A7 authorising officer's course.
- Wide ranging operational law enforcement experience.
- A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff at senior leadership level.
- Experience of successfully engaging with and influencing multi-agency partnerships.
- Experience of implementing an effective performance management framework.
- Experience of implementing successful organisational development, change and innovation.
- Experience of accountability for management of significant budgets.
- Up to date operational or technical policing knowledge.
- Knowledge of developing legal, political, economic, social, technological, and environmental factors and an understanding of the implications for strategic planning.
- Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.

Skills

- Highly skilled in the development of ambitious vision, strategy and policy, aligned to operational realities and wider plans/goals.
- Able to operate with high levels of commercial acumen, skilled in effective organisational financial management which balances conflicting resource demands and drives value for money.
- Able to create strategic organisational change, to deliver appropriate responses to emerging trends and issues.
- Able to scan the internal and external horizon, identifying emerging trends and issues and use these to inform strategic planning.
- Able to operate with high levels of political astuteness, skilled in impacting the internal and external political landscape effectively.

Education and Experience, Behaviours, Skills and Competencies *(continued)*

Skills

- Able to use a wide range of highly effective communication, problem solving and influencing techniques and methods to successfully negotiate, collaborate and influence change at the most senior levels and across a diverse range of stakeholders and partners.
- Skilled in building and maintaining strategic stakeholder relationships at all levels, including the most senior levels, being able to resolve issues and to reconcile conflicts of interest.
- Skilled in leading, developing and inspiring people, engaging the organisation with strategic priorities, values and behaviours.
- Able to reflect on own performance/behaviour and openness to being held to account for it.
- Skilled in holding individuals and the organisation to account for performance and behaviours.
- Able to identify, commission and implement new or improved technologies/services that have a transformational impact on Force service delivery and/or cost.
- Experience of strategic command at a senior rank in a range of demanding operational policing environments, including major security/incident situations.
- Developing, implementing and evaluating strategy, plans, programmes and procedures for the services of the police Force with a track record of this delivering demonstrable improvements in policing.
- Ability to demonstrate improvements in policing through the successful and innovative management of resources, both people and financial, with a focus on key performance indicators and outcomes, including value for money.
- Working in partnership with local authorities, other partners and communities to deliver policing which enhances trust and confidence, prevents and reduces crime and reduces harm to communities.
- Experience of delivering improving performance, through leading organisational change.
- Ability to operate in complex organisational structures and political environments.
- Awareness of and demonstrable commitment to the need to eliminate discrimination, advance equality of opportunity and foster good community relations for the benefits of both those employed within the police service and the communities they serve. Understanding of the need to address different protected characteristics as well as wider strands of diversity such as neurodiversity.
- Experience of influencing and contributing to the development of policing at a national level.
- Awareness of potential new arrangements for policing governance.
- Participating and directing media and public relation matters.
- Understanding of the impacts of crime from an individual, cultural, and community perspective, such as trauma. Able to understand the inequality of crime and strategies required to redress the imbalance.



Education and Experience, Behaviours, Skills and Competencies *(continued)*

Behaviours

This role requires the full range of behaviours set out in the College of Policing's Competency and Values Framework. It is expected that the postholder will be operating at level 3 of that framework (senior manager/executive level). The recruitment process is based around demonstrating the six competencies described in the Framework:

- We are emotionally aware
- We collaborate
- We analyse critically
- We take ownership
- We support and inspire
- We are innovative and open-minded

Continuing Professional Development (CPD)

Learning and accreditation:

Complete all core training to retain occupational and operational accreditation.

Professional development:

The Chief Constable is expected to consider the following examples when planning their CPD:

- Engaging in regular reflection on personal performance and associated impact with particular reference to the **competency and values framework**
- Maintaining knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context
- Participating in coaching and/or mentoring opportunities for self and others to use and share the learning to inform own and others' approach to leadership, management and policing
- Role modelling continuing professional development and lead by example by sharing learning and reflections to support the professionalisation of the Force
- Maintaining commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local and national level
- Attending bi-annual national Chief Constable CPD events

Education and Experience, Behaviours, Skills and Competencies *(continued)*

Continuing Professional Development (CPD)

- | | |
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| <ul style="list-style-type: none"> ■ Maintaining knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally ■ Building and participating in peer networks and action learning sets to enable approaches to joint problem solving, share learning locally, regionally and nationally to support business process modernisation, efficiency and continuity ■ Maintaining knowledge and understanding of the College of Policing leadership development learning content that is relevant to the role and rank ■ Maintaining 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 | <ul style="list-style-type: none"> ■ Contributing to evidence-based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing ■ Maintaining knowledge of College of Policing guidance, good practice and national and local initiatives and policies applicable to the strategic policing context ■ Maintaining and updating key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility ■ Working with national policing agencies and bodies, such as His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), National Crime Agency (NCA) and the College of Policing and participate in and contribute to serious case reviews and Independent Office for Police Conduct (IOPC) investigations to ensure the Force meets and maintains professional standards |
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Other:

- Completing all professional development as required by the Force.
- Demonstrates commitment, devotion of time to activities and resilience required for the post.
- Able to respond to out of hours call from home within a reasonable period.
- Professional and personal integrity of the highest standing.

The Advert

The Chief Constable holds ultimate responsibility for the leadership and direction of Derbyshire Constabulary, providing strategic vision and organisational leadership in accordance with the Police Act 1996. As the Force's most senior officer, they will lead the delivery of an effective, visible and trusted policing service that protects the public, prevents harm, supports victims and meets the needs of communities across Derbyshire and Derby.

The successful candidate will provide inspiring and ethical leadership, fostering an inclusive, high-performing culture that builds confidence among the public, partners and workforce. They will champion openness, professionalism and accountability, ensuring that officers, staff and volunteers are empowered to deliver the highest standards of service and are supported to achieve their full potential.

Working closely with the Police and Crime Commissioner, the Chief Constable will contribute to the delivery of the strategic priorities set out in the Police and Crime Plan, while respecting the operational independence that is fundamental to policing. They will lead in a complex and evolving environment, balancing the immediate demands of crime prevention and law enforcement with the need for early intervention, prevention and strong partnership working to address the root causes of harm.

The Chief Constable will play a key role in driving continuous improvement across the Force, building on recent progress and ensuring sustained delivery against the priority areas identified through HMICFRS inspections. They will provide visible leadership in embedding improvement, innovation and organisational learning to enhance performance, legitimacy and public confidence.

The Chief Constable is directly accountable for the operational delivery of policing services across Derbyshire and for providing effective command and leadership during major incidents, critical events and complex investigations. They will work collaboratively with local, regional and national partners to shape the future of policing, influence policy development and, where appropriate, contribute to national policing portfolios, operations and professional standards.

The successful candidate will ensure Derbyshire Constabulary remains responsive to the needs of its communities, strengthening trust and confidence through meaningful engagement, effective problem-solving and a commitment to delivering excellent policing outcomes for all.

Post title: Chief Constable of Derbyshire Constabulary

Accountable to: Derbyshire Police and Crime Commissioner

Location: Derbyshire Constabulary HQ, Butterley Hall, Ripley, Derbyshire, DE5 3RS

Salary: £195,258 per annum with effect from 1 September 2026.

Contract: Fixed term contract, up to 5 years.

Benefits include: Provided vehicle, health insurance, relocation/removal expenses (in line with police regulations).



Application and Selection Process

Derbyshire Police and Crime Commissioner is committed to conducting a fair, robust and transparent appointment process to identify an outstanding Chief Constable who will lead Derbyshire Constabulary and serve the communities of Derbyshire and Derby.

Informal Discussions

Prospective applicants are encouraged to learn more about the role, the Force and the ambitions of the Police and Crime Commissioner before submitting an application.

Applicants wishing to arrange an informal discussion with the Chief Operating Officer of the Office of the Police and Crime Commissioner, or who would like to meet with the Police and Crime Commissioner to discuss the opportunity in more detail, should contact: andrew.dale@derbyshire.police.uk

Please note that these discussions are intended to provide applicants with further information about the role and local context. Participation in these discussions will not form part of the formal assessment process and will not influence selection decisions.

Selection Process Timetable

The appointment process will comprise a number of stages designed to assess candidates against the nationally recognised requirements for Chief Constable appointments, together with the leadership needs and priorities of Derbyshire.



APPLICATION CLOSING DATE

11:59pm, 18 October

Applications received after the closing date will not normally be considered.



SHORTLISTING

Week Commencing 19 October

Applications will be assessed against the published eligibility requirements and the requirements of the role. Candidates selected to progress will be invited to participate in the subsequent assessment activities.



COLLEGE OF POLICING PERSONALITY ASSESSMENT

October

Shortlisted candidates will participate in a personality assessment coordinated through the College of Policing. The outputs from this assessment will help inform the overall selection process.

Application and Selection Process *(continued)*

Selection Process Timetable *(continued)*



WORKFORCE STAKEHOLDER FORUM

November

A Workforce Stakeholder Forum involving candidates and representatives from across Derbyshire Constabulary will form part of the appointment process.



COMMUNITY STAKEHOLDER FORUM

November

A Community Stakeholder Forum involving candidates and representatives from partner organisations will form part of the appointment process.

Feedback from both Stakeholder Forums will be provided to the Police and Crime Commissioner as part of the appointment process.



FINAL ASSESSMENT AND INTERVIEW

2 December

Candidates will participate in the final stage of the appointment process, comprising:

- A presentation exercise.
- A media assessment.
- A panel interview chaired by the Police and Crime Commissioner.

The final assessment will evaluate candidates' leadership capability, strategic and operational experience, communication skills and their ability to deliver the Police and Crime Commissioner's priorities for Derbyshire.

The Commissioner will consider evidence from all stages of the process before identifying a preferred candidate for appointment.

Appointment and Confirmation Hearing

Following completion of the selection process, the Police and Crime Commissioner will identify a preferred candidate for appointment as Chief Constable.

The appointment will then proceed in accordance with the statutory requirements for Chief Constable appointments, including a confirmation hearing before the Derbyshire Police and Crime Panel, which is expected to take place in January.

The Commissioner reserves the right to amend the timetable should operational or organisational circumstances require it.

How to Apply

Your next step towards making a difference in Derbyshire

Submitting Your Application



1. DOWNLOAD THE APPLICATION FORM

A separate Chief Constable Application Form is available to download from the Office of the Police and Crime Commissioner website:

<https://www.derbyshire-pcc.gov.uk/commissioner/vacancies/>



2. SUBMIT YOUR APPLICATION

Completed application forms must be submitted by email to:

andrew.dale@derbyshire.police.uk



3. MEET THE DEADLINE

Applications must be received no later than **11:59pm on 18 October 2026**.

Applications received after the closing date may not be considered.

Equal Opportunities Monitoring

The Police and Crime Commissioner is committed to ensuring equality, diversity and inclusion throughout the recruitment process.

An Equal Opportunities Monitoring Form is available to download separately from the OPCC website:



<https://www.derbyshire-pcc.gov.uk/commissioner/vacancies/>

Completion of this form is voluntary and the information provided will be used solely for monitoring purposes. The form will be separated from application documentation and will not be made available to those involved in assessing candidates.

Completed Equal Opportunities Monitoring Forms should be submitted alongside your application to:



andrew.dale@derbyshire.police.uk

If you require any reasonable adjustments to support your application or participation in the selection process, please contact andrew.dale@derbyshire.police.uk as early as possible.

