

Department:	Royal Falkland Islands Police (RFIP)		
Reports to:	HE The Governor of the Falkland Islands, Police Committee Line Manager: Director of Emergency Services and Island Security (DESI)		
Grade:	Falkland Islands Government Grade – A	Job Code:	551CPO
Overall Purpose of the Role			
The Chief Police Officer manages a small professional team of inspectors, sergeants, constables and police staff. This role carries specific legal powers in line with the Falkland Islands Police Ordinance 2000, enabling the maintenance of law and order. The Chief Police Officer plans, manages and monitors operational policing activity. They effectively and efficiently set the plan for deployment of resources to incidents, including major and/or critical incidents. The Chief Police Officer manages and mitigates risk effectively in order to ensure the safety and wellbeing of officers, staff and the public and to respond effectively to problems, incidents and crime. To provide visible, inspirational and considered leadership of the Royal Falkland Islands Police (RFIP) and to support, when requested, policing requirements related to South Georgia and the South Sandwich Islands (SGSSI). To provide leadership and overall responsibility of the day-to-day management within RFIP to ensure the provision of a responsive, accessible and high standard of service. To plan and deliver the RFIP policing requirements as set out in the Police Ordinance 2000.			
Key Role Activities			
Role-Specific Responsibilities: - Visibly demonstrating and actively championing the RFIP ethical standards and values of fairness, integrity and respect. Provide leadership and overall responsibility of the day-to-day management within RFIP to ensure the provision of a responsive, accessible and high standard of service. - Acting with the highest level of professionalism in accordance with the law, public interest, and professional policing practice to protect the public by preventing and detecting crime. - Planning, managing and monitoring complex policing and investigation activity for multiple teams. Managing competing demands and priorities to make informed deployment decisions and ensuring best use of available resources to deliver an effective response supporting law enforcement and enabling public safety. - Identifying, managing and mitigating operational threats and risks in line with relevant guidance and operational policing plans, maximising the safety and wellbeing of officers, staff, and the public. - Identifying and managing initial responses to major and critical incidents aligning with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management enabling effective service delivery. - Leading the analysis and evaluation of existing processes and practices within area of work, identifying and implementing opportunities for change and innovation, and promoting best practice enabling continuous improvement, problem solving and evidence-based policing within teams.			

Key Role Activities continued

Communicating and influencing:

- Providing strategic advice to the RFIP, the Governor of the Falkland Islands, and the Director. Continue to evolve and monitor areas in relation to legislation, policy, best practice, performance and strategy, and their application in the Falkland Islands.
- Leading, developing, managing and maintaining collaborative strategic relationships with multi-agency partners whilst maintaining a high degree of professionalism and credibility. Influencing and leading collaboration enabling an effective approach to preventing and tackling crime and vulnerability. Liaise with law enforcement and other agencies overseas and support/direct complex and protracted criminal investigations.
- Representing and communicating effectively on a range of topics with the ability to deliver sensitive and complex information across a wide variety of audiences. Working collaboratively as a member of the DESIS Senior Leadership Team and, when required, lead corporate projects as agreed with the Director.
- Preparing and delivering papers for the Police Committee to enable them to discharge their function under the Police Ordinance 2000. Act and fulfil the function of police on-call commander within the Joint Emergency Services Interoperability Principles. Perform the duties of Review Officer as required by the Criminal Justice Ordinance.

People management:

- Leading, motivating, developing, and engaging a team of sergeants, constables and police staff, and actively promoting a culture of team working by setting and maintaining high standards of practice. Identifying and supporting talent development, career planning and high-performing teams. Setting, monitoring and assessing goals and standards for teams aligning with wider objectives, taking corrective action as necessary ensuring teams are effectively contributing towards the achievement of force goals.
- Fostering an inclusive team approach, role-modelling ethical behaviours and combining diverse perspectives and experiences. Supporting people to contribute, challenge, and share feedback so teams are operating in line with the force's values and ethics, enabling successful policing.
- Protecting and promoting wellbeing and welfare of multiple teams and individuals. Supporting team members to recognise and address wellbeing needs and supporting their development to protect and enhancing the working environment.

Managing resources:

- Planning, monitoring and reporting on the use and needs of RFIP resources, including budgets, staffing and assets to ensure efficient and effective use within agreed and approved parameters. Prepare financial estimates and exercise robust financial management including control of expenditure and collection of all revenues in accordance with financial instructions.
- Prepare and deliver relevant business plans, including the annual RFIP Policing Plan, to ensure effective delivery of policing objectives, and that the management of all assets and resources are delivered within budget and provide value for money.

Key Role Activities continued

- Developing and analysing performance data and information against relevant business area objectives, reporting against performance management measures informing workforce planning and quality of service objectives.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Additional Information

This is a uniformed police leadership role. The wearing of police uniform / PPE is required for this role.

Criminal Record Checks: (This post is regarded as a sensitive post)

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Person Specification:	Chief Police Officer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience			
Significant (10+) years of successful UK Police experience, including a minimum of 5 years' as an experienced manager or expert adviser in the UK policing professional profiles. (If returning to policing this experience must have been within the past 36 months)	✓		A/I
Experience of leading, monitoring and supporting staff to resolve operational incidents, including coordinating a multi-agency response according to JESIP principles	✓		A/I/T
Ability to demonstrate a successful track record of achievement across a broad range of police functions	✓		A/I
Demonstrable ability to make command level, values based, decisions using the National Decision Model (or other recognised framework)	✓		A/I/T
Experience of managing, planning and developing resource plans and working patterns that are optimal in its use of resources and deliver best value	✓		A/I
The ability to enforce discipline and develop, maintain and enforce high standards of professional behaviour	✓		I
Outstanding leadership demonstrating empathy, compassion and respect for all	✓		A/I
Ability to implement organisational strategy	✓		A/I/R
Personal integrity with the ability to demonstrate high personal standards	✓		A/I/R
A clear understanding of the equality and diversity agenda and how it relates to contemporary values-based policing	✓		A/I/R
Ability to develop self, teams and individuals to enhance work- based performance	✓		A/I/T
Ability to manage change in the workplace and demonstrate commitment to taking forward the professionalisation agenda	✓		A/I/R
Ability to communicate effectively at all levels and use a wide range of communication techniques	✓		I/T
Ability to work in a complex political and stakeholder environment and ability to develop strong effective strategic relationships	✓		I
Good IT skills, particularly in respect of Microsoft Office programmes	✓		A/I

Person Specification:	Chief Police Officer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience continued			
Possess a comprehensive knowledge of all relevant Criminal Law and Procedure, Administrative Law and Procedure and its application	✓		A/I
Plan and implement activities to meet service delivery needs	✓		A/I
Significant budget management and financial planning experience	✓		A/I
Ability to manage the performance of teams and individuals, setting and monitoring of objectives	✓		A/I/T
Ability to select personnel for employment		✓	A
Personal Attributes:			
Align with the RFIP Core Values – fairness, integrity and respect	✓		A/I/R
Qualifications & Training			
Educated to degree level or significant equivalent vocational experience	✓		A/R
Valid clean driving licence – car / light vehicles	✓		A
Evidence of attendance on a Senior Police Leadership or Management Programme	✓		A
Evidence of Continual Professional Development	✓		A/I
Firearms Commanders Course / Public Order Commander		✓	A/I
Possess an up to date knowledge of contemporary policing developments applicable to this level of role in an overseas territory		✓	A/I
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of assessment:

A - Application Form I - Selection Interview R – Reference T - Test