



# Chief Constable Recruitment Pack

April 2025

**SAFE  
STRONG &  
CONFIDENT  
COMMUNITIES**

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### Thank you for your interest in the post of Chief Constable of Cleveland Police.

This application pack will provide you with information on how to apply, the role profile and more information about whether this vacancy is right for you.

Cleveland Police has undergone a remarkable journey of improvement—driven by professionalism, dedication, and a determination to deliver the very best service for the people of Cleveland.

The latest His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection Report has recognised the force as one of the most improved in the country, laying a strong foundation for continued development and success.

At this pivotal moment, it is essential that this progress is sustained and strengthened in the years ahead for the benefit of all communities across Cleveland.

I am seeking a Chief Constable who embraces challenge and opportunity, understands the diverse and evolving demand of policing in Cleveland, and demonstrates inclusive and inspirational leadership built on integrity, professionalism, and a deep commitment to public service and community-led policing.

As Chief Constable, you will lead the force in all operational matters, setting a strategic vision and fostering a culture of excellence, accountability, professionalism, and high performance—one that enhances public and organisational confidence and ensures Cleveland Police delivers against the priorities of my Police and Crime Plan.

This is an exciting and rewarding opportunity to shape the future of Cleveland Police at a time of positive transformation.

If you are passionate about making a difference, committed to building safe, strong, and confident communities, and have the experience and vision to lead the force into its next chapter, I would encourage you to apply.

**Matt Storey**  
Police and Crime Commissioner for Cleveland

## Message from the Police and Crime Commissioner

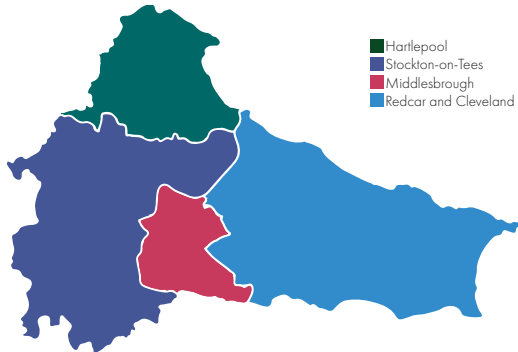
# Cleveland at a glance

Cleveland is the second smallest police force area in the country, covering approximately 231 square miles and with a population of over 585,000 people.

It comprises of the four boroughs of Hartlepool, Middlesbrough, Redcar and Cleveland, and Stockton-on-Tees.

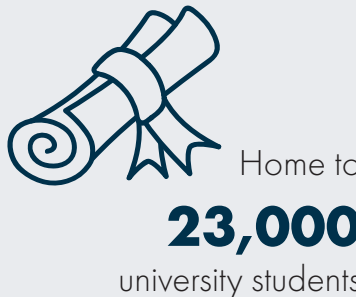
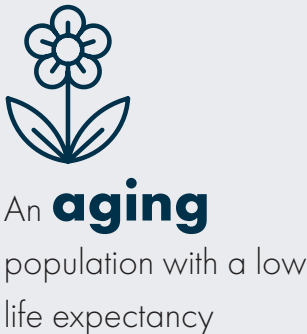
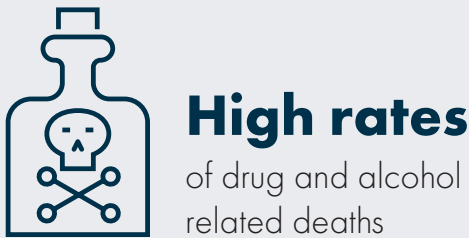
Whilst not formally recognised as a county, today Cleveland is largely considered to be part of the ‘Teesside’ area, although every town in the region has its own unique identity and personality.

Cleveland’s geography is as diverse as the communities that live here. Its landscapes range from dense urban centres to large swathes of rural farmland overlooked by the Cleveland Hills. The area is also lined on its east side by coastal communities facing the North Sea.



## Our communities

Cleveland is home to a diverse community of residents, many of whom face challenges or barriers that impact their daily lives.



# Policing in Cleveland

Despite its small geographic size, Cleveland Police is one of the busiest police forces in England and Wales.

On an average day in Cleveland:



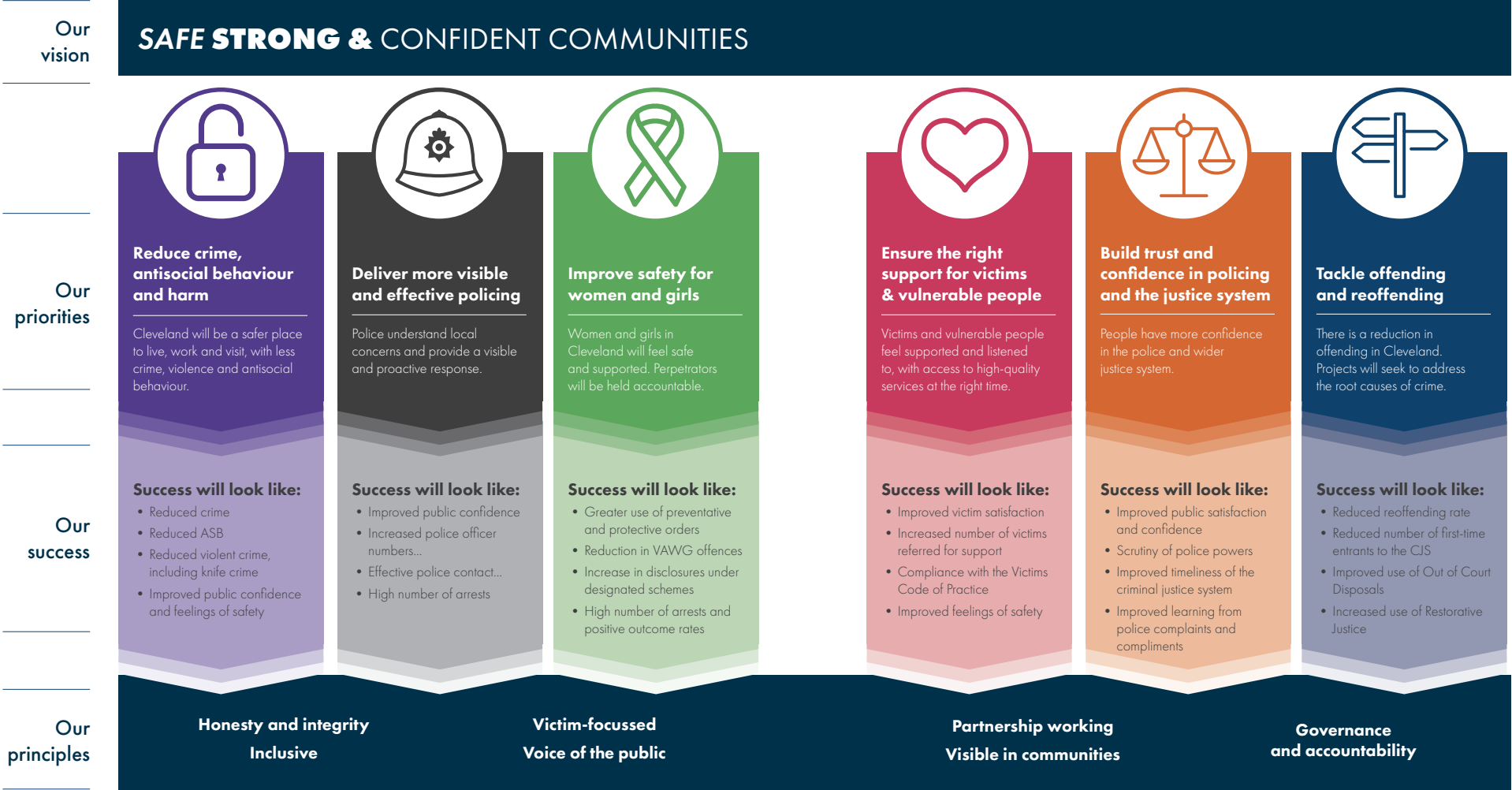


# Cleveland Police and Crime Plan 2024-2029

Cleveland Police and Crime Plan was developed to reflect the needs of Cleveland’s communities and to align with the strategies, plans and objectives of other public services.



The residents of Cleveland were given their say on the six priorities in my four-year plan, through online and face-to-face consultations. The order in which these priorities appear in this document is informed by how important they were ranked by the public.



# Chief Constable of Cleveland Police

**Job Title:** Chief Constable of Cleveland Police  
**Accountable to:** Police and Crime Commissioner for Cleveland  
**Salary:** £181,575 per annum (from 1st June 2025)  
**Vetting Status:** Developed Vetting  
**Contract:** Up to five-year fixed term contract  
**Location:** Cleveland Police HQ, Cliffland Way, Hemlington, Middlesbrough, TS8 9GL



## Role Profile

As the Chief Constable you will have overall responsibility for leading the Force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

You will hold direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime, and major and critical incidents.

In addition, you will be responsible for influencing the development of regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, in your role as the Chief Constable you will be 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.

To be eligible to apply for this role you must have:

- Held rank of Assistant Chief Constable, Commander or more senior rank in a UK Police Force or have held a senior position in the Fire and Rescue Service in cases where a single employer model has been adopted.

For applicants from overseas, applicants must have served in an approved overseas police force at an approved rank.



## Chief Constable Role Responsibilities

As the Chief Constable of Cleveland Police you will be required to:

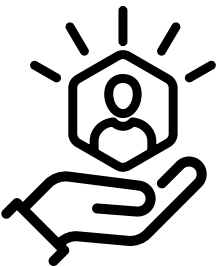
- Set and ensure the implementation of organisational and operational strategy for the Force, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, in order to provide an effective and efficient policing service that meets current and future policing demands.
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Develop and maintain governance arrangements and processes within the force, to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- Lead the Force, communicating a clear direction, setting organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service.
- Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner, to ensure the effective use of public spending and maximise value for money.
- Lead national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses, in order to protect the public and further develop the Force's operational strategies.
- Lead and command 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.
- Advise national bodies such as 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.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
- Represent 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.
- Create and drive a culture of development, change and innovation to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.
- Play 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.



# Values and Competencies

The Police and Crime Commissioner for Cleveland, expects the successful candidate to embody and act in line with the policing principles and standards set out in Code of Ethics as well as the values of Courage, Respect and Empathy and Public Service as described in the Competency and Values Framework (CVF) for Policing.

The successful candidate will be expected to demonstrate the competencies and behaviours detailed at the Executive – Level 3 of the CVF for Policing.



## Chief Constable Role Skills and Experience

The skills and experience you will need to effectively undertake this role will include:

- 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/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.
- 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.
- 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 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 and hold themselves, 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.

### Courage

This means making, communicating and being accountable for decisions, and standing against anything that could bring our profession into disrepute.

When we are motivated by courage, we actively uphold the ethical standards of the police service so that we do the right thing even when the circumstances are difficult. We set good examples, challenge unprofessional behaviour and all forms of prejudice and discriminatory behaviour, and any activity which undermines the impartiality of policing.

We build and maintain the confidence of the public, our colleagues and partners through the way we conduct ourselves. We maintain professional boundaries with those we serve and work with to help protect ourselves and those around us.

We are open about what we have done and why and keep our promises so we can be relied on when needed. We support an environment where ethical issues or unprofessional actions can be raised, questioned, challenged, reported and addressed.

We are honest and open in our interactions and decision making. We have the courage to respond to criticism with professionalism



### Public service

When we are motivated by public service, we respect the authority and influence afforded to us by our role in society and the responsibility we have in using our policing powers. We apply those powers lawfully, proportionately and when necessary.

As we strive to help deliver good outcomes for the public we serve, we seek to find opportunities to learn and improve ourselves as professionals. We reflect on our actions and decisions to see what could be changed to improve the service we offer the public.

We have a responsibility to ensure that we act in the best interest of society as a whole. Improving the safety and wellbeing of the public underpins all that we do. We respond to different communities, taking into account their history and experiences including trauma and adversity.

### Respect and empathy

This means encouraging, listening to and understanding the views of others, and seeking to recognise and respond to the physical, mental and emotional challenges that we and other people may face.

When we are motivated by respect and empathy, we ensure people feel valued and listened to. We treat them with patience and courtesy where possible, recognising that sometimes we may need to prioritise safety and security. We give them opportunities to share their views and take these views into account. We seek to understand other people’s perspectives and recognise they can differ from our own.

We engage with people who have a wide range of experiences and needs and provide a service that takes into account each individual’s unique circumstances. We ensure everyone, regardless of background or circumstance, is treated equally and fairly, recognising the need to tailor our responses to individual needs to ensure we are being fair and respectful.

We understand and recognise that people may respond differently to the same situation.

We are careful to recognise and manage our biases, so they do not stop us from engaging with people with different needs and experiences equally and fairly.



# Competencies and behaviours

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.



## We are emotionally aware

- I recognise my own emotions and the way they might impact on others and regulate this to provide and role model consistent leadership.
- I seek to understand influences on organisational culture, and work to improve it where appropriate by role-modelling policing values.
- I champion behaviours and ways of working that promote wellbeing throughout my organisation.
- I understand how my style of leadership affects other people and use this insight to promote organisational effectiveness, inclusivity and ethical behaviour.
- I create a supportive and compassionate organisational culture that recognises and values all people.



## We take ownership

- I promote a culture of personal accountability in teams so that people strive for high standards of sustainable and ethical performance.
- I put in place measures that will allow others to take responsibility effectively and support them to improve their performance.
- I take an organisation-wide view, acknowledging where improvements can be made and take responsibility for making these happen.
- I promote a culture that responds to mistakes with learning rather than with blame.



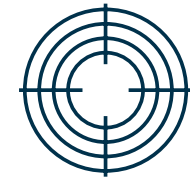
## We are collaborative

- I build strong partnerships by finding common ground with others, acknowledging their different priorities and negotiating effectively with them.
- I am politically astute and understand how national policy and politics affects our partners. This allows me to work effectively within decision-making structures.
- I use my knowledge of our partners' and stakeholders' interests and concerns to anticipate conflict before it happens.
- I support stakeholder relationships to enable things to get done by the most appropriate partners.
- I create a culture and environment in which partnership working flourishes and creates tangible benefits for all.



## We support and inspire

- I communicate clear goals that give a compelling direction to people from a range of different backgrounds, to inspire them to work towards those goals.
- I anticipate issues that will hinder delivery and remove barriers to getting things done.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I communicate how the overall vision links to specific plans and objectives, making it relevant to the work people are doing to provide the best possible service.
- I monitor changes in the external environment, taking action to influence where possible to adapt and ensure organisational goals are met.



## We analyse critically

- I create a work environment that values the effective use of high-quality analysis and decision-making.
- I identify root causes, even in ambiguous or unclear situations, and ensure my organisation goes beyond treating only the symptoms.
- I use my knowledge of the strategic context, external environment and long-term trends to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and earn support.



## We are innovative and open-minded

- I implement, test, and communicate new ways of working that can radically change our organisational cultures, attitudes and performance.
- I create a work environment where innovative learning and recognising and promoting innovative activities is embedded and valued.
- I lead, implement and evaluate new, complex, and creative initiatives from inception to impact.
- I develop and support initiatives that involve multiple stakeholders, create significant improvements and drive innovation outside of my immediate sphere.
- I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.

# Recruitment and Selection Process Timetable

Date	Activity
16 April 2025	Recruitment window opens
29 April to 1 May 2025	Familiarisation opportunity – meeting with the PCC
11 May 2025	Closing date for applications
16 May 2025	Shortlisting of candidates
19 May – 30 May 2025	College of Policing personality testing
4 June 2025	Stakeholder and workforce panels
5 June 2025	Appointment Panel – Presentation and Interview
TBC	Police and Crime Panel Confirmation Hearing

### Shortlisting

Candidates will be shortlisted on the basis of their completed application form.

Shortlisting panel members will assess applications against the competencies as per the College of Policing Competency and Values Framework for policing.

Candidates who are successful at the application stage will be provided with further information regarding the format and composition of the interview process.

### Personality testing

Facilitated by the College of Policing, shortlisted candidates will be asked to complete personality testing.

This will entail completing an online assessment followed-up by a scheduled exploratory interview.

The College of Policing will provide a report to the Appointment Panel to inform the selection process and is not formally scored as part of the assessment process.



# Interview and assessment process



The interview and assessment process will take place over 4 and 5 June 2025 at Cleveland Police Central HQ in Middlesbrough.

There will be three elements to the assessment process:

### 1. Stakeholder Panel

This panel will include representatives from Cleveland Police’s partner organisations to understand how candidates will work with key stakeholders.

### 2. Workforce Panel

A selection of police officers, staff and volunteers will seek to learn more about candidates with questions informed by a survey conducted with Cleveland Police’s workforce.

Feedback from these panels will be considered by the Appointment Panel and may be used to ask questions in interview, but will not form part of the formal selection process.

### 3. Appointment Panel

Chaired by the Police and Commissioner, the Appointment Panel will formally interview and assess candidates. Candidates will be required to deliver a presentation on an unseen topic for which one hour will be given to prepare.

The Appointment Panel will assist the Police and Crime Commissioner with identifying a ‘Preferred Candidate’.

### Police and Crime Panel Confirmation Hearing

Appointment of a preferred candidate to the office of Chief Constable is subject to confirmation at a hearing of the Cleveland Police and Crime Panel.

The preferred candidate, together with the Police and Crime Commissioner, will be required to attend a public Confirmation Hearing – date to be confirmed.

The purpose of attendance will be to answer any questions the Police and Crime Panel may have relating to the appointment.

Please note that the Police and Crime Panel has a power to veto the appointment.

Following the Confirmation Hearing, the Police and Crime Panel will make a report to the Police and Crime Commissioner on the proposed appointment.

### Appointment

Subject to any Police and Crime Panel veto, following the Confirmation Hearing a formal offer of appointment will be made (subject to any outstanding checks e.g. conduct, medical, vetting).

Appointment will be subject to successful completion of a medical assessment and vetting – which includes security clearance, Management Vetting (MV) level NPPV and Developed Vetting (UKSV), which must remain valid during the duration of appointment.



# Application process

## How to apply

Eligible candidates are invited to complete and return the following documents to [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk) by

**23:55 on Sunday 11th May 2025.**

- Application form
- Equal opportunities form

The application form has been designed to provide us with sufficient information to carry out a preliminary assessment of your suitability for the post of Chief Constable, and will be used for the purpose of shortlisting candidates.

Before completing this application form you are advised to read the instructions for completion carefully. Information given will be treated in accordance with our [privacy notice](#).

The Equal Opportunities Form will not be shared with the shortlisting panel.

## Equality and Diversity

A fundamental requirement is that the appointments process promotes, demonstrates and upholds equality of opportunity and treatment to all applicants.

We are committed to appointing on merit, in a way that is fair and open. If you require any reasonable adjustments to assist you throughout the application and assessment process, please let us know via [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk)

## Further Information

For further information about the role you can contact Lisa Oldroyd, Chief Executive and Monitoring Officer in confidence for an informal discussion.

Eligible candidates can also make confidential enquiries via the Senior Officer Hub Team at the College of Policing, who can pass questions to Mrs Oldroyd anonymously.

## Contact details

Lisa Oldroyd - [ccrecruitment@cleveland.police.uk](mailto:ccrecruitment@cleveland.police.uk) or 01642 301861  
College of Policing - [hub@college.police.uk](mailto:hub@college.police.uk)





## Other information

This post will be offered in accordance with the Police Regulations and other applicable legislation.

### Salary

Chief Constable salaries are set nationally and increase in line with national police pay settlements.

As at the 1st June 2025, the Chief Constable for Cleveland's salary will be £181,575 per annum.

### Length of Appointment

The initial fixed term appointment will be for up to five years, to be agreed as part of the final negotiations.

### Annual Leave

The post holder is entitled to leave in accordance with Police Regulations.

### Performance and Development Review

The post holder will be subject to an annual performance review appraisal.

### Benefits

The post holder will be provided a car, serviced, insured, taxed and maintained by the Police and Crime Commissioner. A car allowance can be provided if preferred.

The PCC will provide reimbursement to the post holder of reasonable business expenses in line with Police regulations.

The PCC will meet the cost of the NPCC Professional Subscription and CPOSA Legal Expenses Insurance.

The PCC is keen to support the Continued Professional Development of the successful candidate and would look to align this with the annual performance review process.

### Relocation

The post holder's residence should be within a reasonable travelling distance of the Cleveland Police estate to enable them to fulfil the responsibilities of the post.

Where the post holder moves 'home', and it is in the interest of efficiency and effectiveness of the Force, the PCC will pay all reasonable costs arising from the sale and purchase of property and removal expenses in line with national regulations.

### Notice Period

Termination of the fixed term appointment by the appointed person will require a minimum of three-month notice period to be provided to the PCC.





**Office of the Police and  
Crime Commissioner for Cleveland**

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