

Recruitment Process for the appointment of SPCB Board Members

The roles were advertised 18 May 2021 until 10am Tuesday 1 June 2021 via the following channels:

Advertising Channel
WMPCC Website
Guardian Jobs
W4MP
APCC Website
WM Employers
Desi Blitz
Eastern Eye
The Voice
Twitter
Facebook

Please find job advert attached '[SPCB Member Job Advert](#)'

Please find 'Service specifications attached which were linked to the advert:

1. Deputy Police and Crime Commissioner – '[DPCC Service Specification](#)'
2. Assistant Police and Crime Commissioner – '[APCC Service Specification](#)'
3. Strategic Police and Crime Board Member – '[SPCB Member Service Specification](#)'

Details of the recruitment exercise were sent to a variety of staff associations, trade unions and community organisations.

The interview panel comprised of the following staff members:

Simon Foster – Police and Crime Commissioner

Jonathan Jardine – Chief Executive Officer

Alethea Fuller – Deputy Chief Executive Officer

All of the above were involved in shortlisting and interviews.



Appointment of Members of Strategic Policing and Crime Board

**Closing Date 10am Tuesday 1 June
Interviews to be held between 10th–15th June 2021**

Simon Foster, newly elected Police and Crime Commissioner for the West Midlands is seeking to appoint a number of strategic roles.

The Commissioner is responsible for ensuring that the 2.9 million people of the West Midlands are served by an efficient and effective police force. West Midlands Police is one of the largest police services in the country, with a budget of £655m and more than 7000 police officers and 4,000 police staff headed by the Chief Constable, Sir David Thompson.

The Commissioner is looking for Assistant Police and Crime Commissioners (and potentially a Deputy Police and Crime Commissioner), and other Board Members to form a new Strategic Policing and Crime Board (SPCB).

These new roles will work alongside the Commissioner to support him in the delivery of his statutory and other responsibilities.

The Assistant Police and Crime Commissioners and Board Member roles are offered on the basis of a contract for services. The SPCB will help the Commissioner engage and represent the communities of the West Midlands and support ensuring West Midlands Police is efficient and effective, and held to account. Assistant PCCs and Board Members will be responsible for the activities outlined in the service specification and may hold specific portfolios where they will be able to use their skills and expertise to progress elements of the new Police and Crime Plan. SPCB members must have a good understanding of the diverse communities of the West Midlands. Effective communication skills, strategic leadership and managing complex issues are essential to all these roles. Board Members may be asked to serve on the Joint Audit Committee.

The number of roles in each category is not yet set. For each of these roles, contracts will be negotiable based on the skills and experience of the individuals, and will be offered for a 12 month period (with potential to renew).

The Commissioner may decide to appoint a Deputy Police and Crime Commissioner as part of this process who will also be part of SPCB. A Deputy, if appointed, is a member of staff of the Office of the Police and Crime Commissioner.

The Assistant and Deputy roles are specifically to support the Commissioner in the delivery of his manifesto objectives. None of these roles are politically restricted, but the Assistant and Board Member roles are subject to appropriate vetting. The Commissioner is committed to a diverse SPCB that is broadly representative of the West Midlands.

More information about the work of the Police and Crime Commissioner, and details of the specifications for all the roles can be viewed here <https://www.westmidlands-pcc.gov.uk/careers/job-vacancies/>

For an informal discussion about the vacancies please contact Jonathan Jardine, Chief Executive on 0121 626 6060. Applicants should submit a CV with a covering letter outlining what knowledge, skills and experience they could bring, and stating clearly which role they are applying for. Applications should be submitted to Andrea Gabbitas, Head of Business Services a.gabbitas@west-midlands.pnn.police.uk by 10 am Tuesday 1 June 2021.



west midlands
police and crime
commissioner

Deputy Police and Crime Commissioner Role Profile

1. As an employee of the Police and Crime Commissioner to work closely with him to ensure effective development and delivery of the Police and Crime Plan for 2021-2024.
2. To provide strategic leadership on a number of portfolio areas related to policing and crime in the West Midlands.
3. To represent the Commissioner and work on his behalf in holding West Midlands Police to account for the provision of an effective and efficient policing service (through the setting of the strategic direction for the Force and through holding the Chief Constable to account for the exercise of his functions).
4. To use your extensive knowledge and experience of the communities of the West Midlands to help engage local people, and to help build trust and confidence in policing.
5. To maintain strong working and collaborative arrangements with partner organisations and with political leaders across the West Midlands.
6. To contribute and on occasion to Chair meetings of the Board, and to apply and promote the principal terms of reference for the Board to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept.
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants.
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations.

7. To represent the Commissioner on a variety of Boards, committees and other events, and also to deputise for the Commissioner at such meetings and events if required.
8. To be a member and regular attendee at
 - (a) The Board.
 - (b) Such other meetings and events at which attendance may be required by the Commissioner.
9. To consider papers and reports and proposed decisions of the PCC to be considered at meetings of the Board and apply skill, knowledge and expertise in Board discussions by providing constructive criticism, analysis, comments and views to the PCC.
10. Liaison with the Force in relation to such matters as may be agreed with the PCC.
11. To make timely reports in writing to the PCC as required from time to time on such matters as fall within the area of responsibility of the DPCC.
12. To support the PCC generally in the exercise of the PCC's statutory functions.
13. To have a commitment to delivery of the PCC's manifesto and the political ambitions of the PCC.
14. To help the PCC to uphold the very high standards of public life detailed in the Nolan Principles
15. To proactively contribute to the working of the Strategic Policing and Crime Board
16. To exercise such decision making powers as may be delegated
17. To undertake on behalf of the PCC community engagement and consultation activities
18. To represent the PCC as required
19. To act as a critical friend and to provide advice and challenge as appropriate
20. To help promote equality and diversity within the Force and across the West Midlands

Essential Knowledge, Skills and Experience

- Demonstrable experience of strategic leadership in a public facing role.
- Skills and experience to support development, implementation and presentation of a complex and demanding strategic plan
- Personal commitment to the values, priorities and objectives detailed in the Commissioner's manifesto and Police and Crime Plan
- Knowledge and experience of working at a high level in a complex and challenging political environment, and of the West Midlands and national political landscape.
- Experience of media and communications activity
- knowledge of current issues facing the public sector and policing in particular
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- horizon scanning to keep abreast of emerging agendas and issues

- ability to construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally using a variety of techniques
- ability to articulate key issues and priorities through the construction of reports, briefings and other written material
- oral communication skills including speech making and presentations
- ability to build and maintain relationships, broker and lead partnerships and establish, maintain and lead networks across multiple domains and in controversial issue areas
- ability to work with a wide range of people at all levels
- a profound understanding of the diverse nature of the communities of the West Midlands
- oral communication skills with the ability to speak on behalf of the PCC on broadcast and other types of media

The Deputy Police and Crime Commissioner is a member of staff of the Office of Police and Crime Commissioner. The post is subject to a hearing by the West Midlands Police and Crime Panel. A Deputy Police and Crime Commissioner is not politically restricted. The role is not vetted but the office holder is a Crown Servant for the purposes of The Official Secrets Act. Other aspects of the role, including eligibility requirements, are set out in the Police Reform and Social Responsibility Act 2011 and associated legislation.

May 2021

Assistant Police and Crime Commissioner Service Specification

1. As a member of the Board, to assist the West Midlands Police and Crime Commissioner by ensuring that he is able to effectively engage and represent all areas of the West Midlands and to support the PCC in his role of ensuring an efficient and effective police service for the West Midlands through the setting of the strategic direction for the Force and through holding the Chief Constable to account for the exercise of his functions.

2. To contribute to meetings of the Board and shall apply and promote the principal terms of reference for the Board to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept.
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants.
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations.

3. Attendance at meetings:-
 - (b) The Board.

- (b) Such other meetings and events at which attendance may be required for the effective fulfilment of the APCC's obligations under this Agreement either to support or represent the PCC.
4. To consider papers and reports and proposed decisions of the PCC to be considered at meetings of the Board and apply skill, knowledge and expertise in Board discussions by providing constructive criticism, analysis, comments and views to the PCC.
 5. To undertake responsibility for liaison with the Force in relation to such matters as may be agreed with the PCC.
 6. To make timely reports in writing to the PCC as required from time to time on such matters as fall within the area of responsibility of the APCC.
 7. To support the PCC generally in the exercise of the PCC's statutory functions.
 8. To have a commitment to delivery of the PCC's manifesto and the political ambitions of the PCC.
 9. To help the PCC to uphold the very high standards of public life detailed in the Nolan Principles
 10. To proactively contribute to the working of the Strategic Policing and Crime Board
 11. To exercise such decision making powers as may be delegated
 12. To undertake on behalf of the PCC community engagement and consultation activities
 13. To represent the PCC as required
 14. To act as a critical friend and to provide advice and challenge as appropriate
 15. To help promote equality and diversity within the Force and across the West Midlands

Essential Knowledge, Skills and Experience

- knowledge of current issues facing the public sector and policing in particular
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- horizon scanning to keep abreast of emerging agendas and issues
- ability to construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally using a variety of techniques
- experience of working successfully in meetings and committees, with the skills to negotiate, influence and understand the views of other members
- ability to articulate key issues and priorities through the construction of reports, briefings and other written material
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- ability to build and maintain relationships, broker partnerships and establish and maintain networks
- ability to work with a wide range of people at all levels

- a profound understanding of the diverse nature of the communities of the West Midlands
- oral communication skills including speech making and presentations, with the ability to speak on behalf of the PCC on broadcast and other types of media
- commitment to the values, objectives and commitments of the PCC

The Assistant Police and Crime Commissioners are not politically restricted roles.

May 2021



Member of the Strategic Policing and Crime Board Service Specification

1. The Strategic Police and Crime Board member shall attend and contribute to meetings of the Board, and shall apply and promote the principal terms of reference for the Board to:
 - maintain an overview of the implementation of the Commissioner's manifesto in order to ensure consistency in approach but having regard to the differing needs in the West Midlands
 - assist the Commissioner to monitor the implementation and achievement of the Police and Crime Plan and support the Commissioner in any work required to vary the Plan during his term of office
 - scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan
 - advise the Commissioner in exercising his functions in setting the budget and precept.
 - ensure the effective working of arrangements for consulting with and engaging local residents, communities and victims of crime
 - ensure effective working with local authorities and other partners and advise the Commissioner on their effectiveness in achieving the outcomes from his award of crime and disorder reduction grants.
 - advise and support the Commissioner in his decision making role and in holding the Chief Constable to account
 - support the Commissioner more generally in the fulfilment of his statutory duties, to include equalities and human rights obligations.
2. The member may also be asked to serve as a member of the Joint Audit Committee, and undertake other duties relevant to the functions of the Commissioner.
3. The member shall give the Commissioner advice, information and assistance on the business or affairs of the Commissioner.
4. The member shall perform the Services with proper care, skill and diligence and in accordance with the law, the Code of Conduct and the Nolan Principles.

Essential Knowledge, Skills and Experience

- Experience of working successfully in meetings and committees, with the skills to negotiate, influence and understand the views of other members.
- knowledge of current issues facing the public sector and policing in particular
- ability to use information and intelligence to ensure effective decision making and continuous improvement of services
- horizon scanning to keep abreast of emerging agendas and issues
- ability to construct coherent arguments and articulate ideas clearly to a range of audiences, formally and informally using a variety of techniques
- ability to articulate key issues and priorities through the construction of reports, briefings and other written material
- oral communication skills including speech making and presentations
- ability to build and maintain relationships, broker partnerships and establish and maintain networks
- ability to work with a wide range of people at all levels
- a profound understanding of the diverse nature of the communities of the West Midlands
- commitment to the values, objectives and commitments of the PCC

The SPCB members are not politically restricted roles. It is expected that these duties will take an average of 4 days per month.