



# JOB DESCRIPTION

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**Post:** Deputy Chief Constable  
**Department:** Department of Home Affairs  
**Division:** Isle of Man Constabulary  
**Area:** Command Team  
**Reports To:** Chief Constable

## Overall Purpose of the Job:

- To assist the Chief Constable in leading the Isle of Man Constabulary.
- To be responsible for the day-to-day operational running of the Constabulary.
- To be responsible for the policing of major and critical incidents.
- To be responsible for delivery of the objectives contained within the annual policing plan.
- To contribute to the strategic development of the Constabulary, taking responsibility for the Constabulary's strategic threat and risk assessment and its organisational risk assessment.
- To assist the Chief Constable in leading and developing organisational culture.

## Main Duties and Responsibilities:

- To take responsibility for all operational activities.
- To develop and lead the Constabulary's performance framework, in order to ensure that policing is delivered in efficient, effective and legitimate ways.
- To be responsible for the Constabulary's approach to threat, risk and harm.
- To assist the Chief Constable in managing the Constabulary's internal governance arrangements.
- To assist the Chief Constable in developing and enhancing political relationships.
- To undertake the functions of the Senior Information Risk Owner for the Constabulary.
- To help embed and further develop the Constabulary's culture of continuous improvement.
- To be responsible for the Constabulary's infrastructure: people, finance, organisational development, professional standards, information technology and estates.
- To help develop and lead strategic partnerships within the Isle of Man and with policing bodies outside the Isle of Man.
- To take command of high profile and critical or major incidents.
- To act as a senior role model within the Constabulary and across the broader public service.
- To represent the Constabulary on statutory bodies and groups, and in the media.
- To fulfil statutory responsibilities in connection with the authorising of police activities.
- To deputise for the Chief Constable.
- Any other duty commensurate with the rank.

## Values & Behaviours:

- To be an exemplar in respect of the Constabulary's Values and Behaviours.
- To assist the Chief Constable in the continuing development of the Constabulary's approach to Values and Behaviours.

Click on the icon below to view the Constabulary's Values and Behaviours Framework)



VALUES AND  
BEHAVIOURS FRAME

## Leadership:

- To be an exemplar in respect of the Constabulary's leadership framework.
- To play a key role in the further development of existing leaders and in the identification and development of future leaders.
- To offer visible accessible, inclusive leadership within and outside the Constabulary.  
(Click on the icon below to view the Constabulary's leadership framework, making Great Leaders.)



MAKING GREAT  
LEADERS.pdf

## Qualifications and Skills:

- To have held the substantive rank of Superintendent in the Constabulary, or other British police force.
- To have undertaken accredited strategic command training.
- Proven experience at strategic level in policing.
- Proven experience of partnership working at operational and strategic levels.
- A proven track record in managing change.
- Proven experience in strategic planning, including an awareness of political, economic, social, technological, legal and environmental issues.
- Proven experience of local, neighbourhood policing.
- Proven experience in, or an ability to demonstrate an understanding of, small policing organisations.
- Experience of managing police performance at an organisational level.
- Proven experience in tackling serious and organised crime, including serious financial crime.
- A demonstrable focus on people.
- A high level understanding of the role that technology plays in change.
- Proven experience in financial management.
- A proven commitment to personal and professional development.
- Experience at operating in a political environment.
- A proven ability to manage organisational performance.

## **Continuing Professional Development (CPD):**

- A senior leaders CPD Framework has been developed that identifies three important elements Chief Officers should consider when planning their CPD.
- Senior Officers should reflect upon their existing knowledge, skills and experience to identify and plan their professional development alongside the following examples:

### **Personal Skills:**

- Role model continuing professional development and lead by example by sharing learning and reflections to support the increasing professionalisation of the police service.
- Maintain knowledge of strategic leadership and management theory and continually reflect on practical application in the operational policing context.
- Consider participation in secondment opportunities to gain differing perspectives on leadership and management, where appropriate.
- Participate 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.

### **Business Skills:**

- Maintain commercial awareness and build financial acumen by working closely with partners and multi-agencies at a local and national level, where appropriate taking advantage of shadowing and/or secondment opportunities.
- Maintain knowledge and understanding of performance management processes, including data analysis methodologies and how performance can be benchmarked locally, regionally and nationally.
- Contribute to evidence based research by conducting research and analysis of operational policing issues to solve problems and support the professionalisation and transformation of policing.
- Build and participate in peer networks and action learning sets to enable approaches to join problem solving, share learning locally, regionally and nationally to support business process modernisation, efficiency and continuity.

### **Professional Skills:**

- Maintain knowledge of College of Policing Guidance, best practice and national and local initiatives and policies applicable to the strategic policing context.
- Maintain and update key knowledge and understanding to effectively apply legislation, policy and practice across all functional policing areas of operational responsibility.
- Maintain 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.
- Work with national policing agencies and bodies, such as Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), National Crime Agency (NCA) and the College of Policing to ensure the Force maintains professional standards.
- Complete all annual and mandatory training to retain occupational and operational accreditation.