



July 2022

Dear candidate,

My commitment to the people of West Mercia is a simple one: I will work tirelessly to make our communities even safer places to live in, work in and visit. I need a new Deputy PCC to work alongside me who shares that commitment; somebody who shares my vision for building a safer West Mercia, and then the drive, determination and skills to make that vision a reality.

Communities have always been, and must continue to be, at the heart of policing. Communities must also be able to have confidence and trust in the service they receive from their police. As one of the largest geographic policing areas in the country the communities making up West Mercia are diverse, as are their needs. I must engage effectively and consistently to ensure that voices of all these communities are heard and that their needs are understood. Crucially those things must then be reflected and addressed in my activity as Commissioner as well as the police force and other partners.

These principles of engaging with and understanding our communities are particularly vital when it comes to victims of crime. As Commissioner I am committed to putting victims and survivors first, and ensuring they get the services and support they need. Whether it is challenging the police force to ensure consistently high standards of service, or ensuring best use of resources in commissioning the services that help victims cope and recover from their ordeal.

Significant steps have been taken in recent years to set West Mercia Police up to succeed as an efficient and effective force. I have supported major investments in increased officer numbers, new technology and improvements to police estates. I have worked with the Chief Constable to make sure partnerships work to the benefit of our communities and re-established the control we need of our resources to ensure they are best placed to deliver for the public. We need to make sure we capitalise on the opportunities created and realise the

maximum return on investment on behalf of the communities we serve. Particularly as we seek to prevent more crime from happening in the first place. This will require strong governance, strong engagement and the right resources from myself as Commissioner and those around me.

There is great potential in West Mercia, and with just a three year term as PCC there is no time to waste in continuing to make good on the promises I have made to our communities. We have a well-resourced police force that is continuing to grow in officer numbers. Reform across the police force at the end of the policing alliance with Warwickshire has created a real opportunity to re-establish West Mercia Police as a high performing service. Our communities are supportive of their police force and want to support it in keeping people safe. Clearly though there is more work to be done to reduce and prevent crime, deliver better services to victims, build more effective relationships with partners, and rebuild connections with communities. I need an effective, enthusiastic and astute Deputy to share this vision and help make it a reality.

Thank you for your interest in the role. I hope you share my view that it represents a real opportunity to achieve the best for the public and our communities. If you have any questions or require any further information please do not hesitate to get in touch.

Yours sincerely,

A handwritten signature in black ink that reads "John Campion". The signature is written in a cursive style with a long horizontal flourish at the end.

John Campion
Police and Crime Commissioner
West Mercia

Candidate Information

Further information on the PCC and the police force is set out in the separate West Mercia information pack.

Information is also available via their respective websites, which are www.westmercia-pcc.gov.uk and www.westmercia.police.uk

Selection process

Applicants should submit a CV together with a covering letter of no more than three pages addressing the person specification by email to: OPCC@westmercia.police.uk by midday on Friday 29th July 2022. Please mark them for the attention of Gareth Boulton.

Candidates' applications will be acknowledged by email.

If you are interested in a preliminary informal conversation with the PCC and / or the Chief Executive, this can be arranged by contacting the OPCC via the email above or by calling Maria Willmott on 01905 331 656.

Shortlisted applicants will be informed by no later than Tuesday 2nd August and will be invited to attend initial interviews with a stakeholder panel. These are scheduled to take place on Wednesday 10th August 2022 at West Mercia Police headquarters, Hindlip. A second round of interviews will follow for successful candidates on Tuesday 16th 2022, with the PCC.

An interview schedule will be provided. Candidates should expect this to include the need to develop and deliver a presentation. The selection process will be designed to explore the behaviours and core competencies set out in the job profile and person specification in this pack.

Terms of Appointment

The Deputy PCC role is advertised as a single full time equivalent post (37 hours per week). Consideration would be given for candidates wishing to undertake the role on a part-time basis, either at 0.6 or 0.8 FTE, subject to negotiation and agreement with the PCC. There are no opportunities for job sharing as part of this role.

The successful candidate will formally be based within the Office of the PCC at Hindlip, Worcester. A flexible approach would be considered for candidates based more remotely. However, an appropriate degree of physical office presence at Hindlip would still be required in any scenario.

The Deputy PCC will be appointed on a fixed term contract, co-terminus with the PCC's term of office. The Deputy PCC will be a member of employed staff, but will not be politically restricted, as afforded by legislation.

The post holder will be subject to standard West Mercia / OPCC terms and conditions, and will be required to achieve and maintain appropriate vetting. The preferred candidate will also be required to complete a medical questionnaire.

The Deputy PCC would be responsible to the Chief Executive in respect of all formal contract

and employment matters. However it is acknowledged that by its nature, the Deputy PCC role will be closely aligned with and accountable to the PCC in respect of day-to-day activity.

Role Profile



Role Profile

POST TITLE:	Deputy Police and Crime Commissioner
SALARY:	£51,000 pro rata (FTE)
DIRECTORATE:	OPCC
RESPONSIBLE TO:	Police and Crime Commissioner
LOCATION:	Hindlip
TIME COMMITMENT:	24 to 37 hours per week, subject to negotiation
JOB PURPOSE:	To support and share the responsibilities and vision of the PCC. To help the PCC implement and deliver effective policing and crime reduction initiatives across West Mercia.

MAIN RESPONSIBILITIES:

1. To support the Commissioner, as required, including summarising and briefing the PCC on key issues
2. Seeking and representing the views and concerns of the people of West Mercia through a range of means including attending relevant meetings on behalf of the Commissioner
3. Representing these views to the Commissioner and staff so that they may be reflected in the work of the Commissioner
4. Reporting back to the people of West Mercia on behalf of the Commissioner
5. To develop an enhanced understanding of the political landscape in West Mercia and to lobby and influence political stakeholders to support PCC policy.
6. To represent the views of the Commissioner to all relevant stakeholders, including media and politicians
7. Hold portfolios of work as required by the Commissioner
8. Develop, promote and maintain effective working relationships with key internal and external stakeholders, staff associations, unions and external collaborative partners and organisations as required, in order to further the aims and objectives of the PCC
9. Support the PCC with the development and shape of the future strategy
10. To support the PCC in the development and delivery of a community engagement and partnership strategy.
11. To undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.

Special Conditions:	This is not a politically restricted post.
Security level:	The post holder is required to sign the Official Secrets Act The post holder is required to achieve and maintain Management Vetting throughout their appointment.

PERSON SPECIFICATION

Knowledge:

- Crime and policing strategy and policy and PCC vision
- Local and community issues, covering large geographical areas, often with different issues and complexities in rural and urban issues
- Governance and finance matters.

Experience:

- Senior experience in governance of a public body and governing board membership (essential)
- Experience of community engagement and representing communities' views
- Proven experience of building effective strategic relationships with multiple stakeholders
- Proven experience of persuading and influencing at the highest level
- Committed to quality outcomes for all stakeholders in community safety, including victims, witnesses and offenders.
- Participation in successful delivery of major organisational change
- Willing to embrace change and maximise positive outcomes for stakeholders and the community
- Involvement in case work and complaints

Skills:

- Leadership
- Chairing meetings
- Networking with community interests
- Problem solving
- Holding to account
- Strategic budget management
- Communication with citizens and local groups
- Working with Chief Constable and other senior officers
- Proficient use of IT and of Office software
- Full driving licence

Personal Attributes:

- Selflessness
- Honesty and integrity
- Objectivity
- Accountability
- Openness
- Personal judgement
- Respect for others
- Leadership