



THE STEP UP TO SUPERINTENDENT.....

- Operationally competent and credible to manage at silver commander level
 - Identifying and managing operational threat, harm and risk
 - Ensuring effective management of the investigation of crime
- Performance
 - Leads on achieving sustained performance improvements
- People skills
 - Can translate complex issues into clear and concise messages for staff
 - Provides care and support at times of uncertainty
 - Provides clarity and confidence through change
 - Encourages own and others' personal and professional development
 - Acts as a role model, particularly in relation to the Code of Ethics
 - Leads on ensuring the workforce is diverse and representative
- Innovation and Transformation
 - Creates vision for future area of responsibility that meets organisational needs and realises opportunities
 - Encourages cultural change and different ways of working
 - Explores and embraces new opportunities to deliver the business, including the best use of technology
 - Deliver business as usual activities through periods of change
- Problem Solving
 - Able to work with partners and know when to retain control and when to pass to others
 - Able to push the boundaries and not be constrained by current thinking
- Prioritisation
 - Uses information and professional judgement to predict future demand
 - Understands about public value and what adds value
 - Prepared to take appropriate risks
- Able to manage upwards