



### **THE STEP UP TO CHIEF INSPECTOR.....**

- Operationally competent and credible to lead and manage at silver commander level:
  - identifying and managing operational threat, harm and risk
  - ensuring effective management of the investigation of crime
- 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
  - Encourages, supports and values working as a team
  - Contributes to ensuring a diverse and representative workforce.
- Innovation and Transformation:
  - Contributes to the vision for future areas of responsibility that meets organisational needs and realises opportunities
  - Encourages cultural change and different ways of working
  - Explores and embraces new opportunities to deliver policing, 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
- Performance
  - Evidence of contributing to sustained performance improvements
- Prioritisation:
  - Uses information and professional judgement to predict future demand

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- Understands about public value and what adds value
- Prepared to take appropriate risks
- Able to manage upwards