



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