



Protecting Our Communities

CHIEF SUPERINTENDENT APPOINTMENTS 2026

APPLICATION GUIDANCE NOTES

Summary of Application Requirements

- Completion of the **Chief Superintendent Application**.
 - The written application consists of a set of seven questions for which candidates are required to provide concise and evidence-based responses within a 250-word limit for each question.
 - These questions will be the written application and will replace the Why Me Why Now letter utilised in previous processes.
 - These questions have been developed to reflect the correct level for Chief Superintendents across the Competency Values Framework (CVF) (level 3: senior manager or executive), Leadership core skills (level 4) and the policing professional profiles, as described here: [Chief superintendent | College of Policing](#). The seventh question specifically reflects the Values aspect of the CVF and the TVP Values directly.
- **Comment from your Chief Officer:** Please note that a structured reference from your Chief Officer Line Manager is required. A template for completion is included in the application pack.
- **Career History and Qualifications:** Please complete a copy of the career history proforma (the last 5 years is sufficient) and include a resume of your operational accreditations, professional and academic qualifications. A template for completion is included in the application pack.
- **2024/25 PDR or equivalent** performance appraisal for external applicants.
- **Diversity Monitoring Form:** Please complete the diversity monitoring form included in the application pack.
- No other supporting documents can be included e.g. CVs, supporting evidence, other letters. These will not be considered and will be removed from the application prior to the shortlisting process.

Selection Process

- Candidates will be shortlisted on the basis of the written application.
- The Selection Panel will comprise Jason Hogg, Chief Constable; Ben Snuggs, Deputy Chief Constable and Nicole Cornelius, Chief People Officer.
- Candidates will be asked to give a 10-minute presentation, the topic will be provided on the day. You will be given 45 minutes to prepare your presentation and review the panel interview questions.
- The presentation will be followed by an interview which will address issues raised in the presentation before exploring wider topics.
- The Panel will be making their assessment against the behaviours included in the CVF:
 - we are emotionally aware
 - we take ownership
 - we are collaborative
 - we deliver, support and inspire
 - we analyse critically
 - we are innovative and open minded
- **The Selection Panels will take place on the 11th & 13th February 2026**

Please ensure that you keep a copy of all application details for future reference.

Fully completed applications must be submitted by email to Nicola Mullen
execsupporttodirectorofpeople@thamesvalley.police.uk by **Midnight on Sunday 25 January 2026.**

We highly recommend attending our Chief Superintendent Familiarisation Event that will be held on 19th January 2026, please register your interest for details.