



Inspecting policing
in the public interest

Her Majesty's Inspectorate of Constabulary

Job Description

Basic Information

1 TITLE OF POST: Inspection Lead Officer on Secondment

2 GRADE: Grade 7

3 DIRECTORATE: Crime & Policing Group (CPG)

4 UNIT/TEAM: HMIC

HM Inspector of Constabulary (HMIC) is the independent regulator of the Police Services in England/Wales and Northern Ireland

5 LOCATION: Ashley House, London

Description of Job

6 BACKGROUND

- Following the Green Paper Consultation in 2008 "From the Neighbourhood to the National: Policing our communities Together", HMIC is going through a transition from exerting professional influence over the service to providing public assurances about quality and standards. This shift requires a new approach focussed on improving outcomes for the public, independent of the Police service and Government, and an ability to deliver the robust assessment and critique of performance that the public want and expect.

7 PURPOSE OF POSITION/ REASON FOR THE JOB'S EXISTENCE

- The Green Paper outlined an increased focus on the development and deployment of the workforce within the policing sector in order to deliver the best possible service to the public. HMIC's role in achieving this will be to hold police authorities and forces to account through a major inspection of how the workforce is led, organised and developed (entitled "Working for the Public"), which will occur in 2010.

8 RESPONSIBLE TO:

- Head of Workforce Development & Diversity

9 RESPONSIBLE FOR

- The post holder will be required to undertake inspection/audit activity, eliciting information and data from police forces and authorities, individuals and focus groups. Responsibilities also include drafting reports and developing and leading the Working for the Public inspection quality assurance process including publication of the final reports.

10 TASKS/ ACCOUNTABILITIES/ RESPONSIBILITIES

- Draft inspection reports and provide regular, accurate and timely briefings both verbal and written on matters surrounding the Working for the Public Inspection. Provide press lines, senior management and ministerial updates on the Working for the Public Inspection and associated work.
- Assist in leading the development and implementation of the HMIC Working for the Public Communications Strategy to support delivery of the Working for the Public Inspection.
- Work with others to ensure the effective implementation and continuous improvement of the Working for the Public Inspection Programme. Develop and provide input into the development of the wider Working for the Public Inspection Programme. Support and deputise for the Head and Deputy Head of Workforce as and when required.
- Prepare, research and analyse material relevant to the Working for the Public Inspection. Identify poor and good practice, informing team and/or reports as required.
- Exploit other data sources which could provide useful contextual information and undertake fact-finding including meetings with colleagues in operational, policy or academic fields. Liaise with colleagues across HMIC in particular with other inspection teams and Analysts.
- Represent HMIC Workforce Inspection interests with stakeholders. Plan and deliver strong working relationships with police authorities and forces in addition to other stakeholders e.g. Association of Chief Police Officers; National Policing Improvement Agency; Association of Police Authorities; other inspectorates, regulatory bodies and OGDs during data collection and in quality assuring material.

11 ANY SPECIAL CONDITIONS

- Due to the nature of the role the post holder will be required to travel across the UK undertaking inspections and attending meetings / workshops. Therefore this post is not suitable for those working part-time hours.
- The role may also involve weekend working and extended hours during periods of inspection / field visits however these will be planned in advance and will attract time off in lieu as agreed with the Head or Deputy Head of Workforce.

12 DATE – 18 February 2010

Deputy Head of Workforce Development and Diversity