

What is the role of the Police and Crime Commissioner's Chief of Staff, and why you should do it?

Why is this role being advertised as *Chief of Staff*?

The Police Reform and Social Responsibility Act 2011 describes the Head of Paid Service in the Office of the Police and Crime Commissioner as the *Chief Executive*. It is important to understand, this role is slightly different to most Chief Executive positions, and that it is better described as a *Chief of Staff*.

In most organisations, the Chief Executive directs the day to day running of operations under the strategic leadership of a Chair and a Board, a good example being a local authority. In these situations, the Chief Executive would hold significant executive powers by virtue of their own appointment.

In this case, however, the Police and Crime Commissioner (PCC) is the Executive. In law, the PCC is a corporation sole which means that they embody the position and the organisation. Corporation soles are not common creations in the United Kingdom; possibly the most famous one is the Archbishop of Canterbury, and other examples include Chief Constables.

It is important that applicants understand these legal arrangements and the nature of the role.

Why should I apply to be Chief of Staff?

The successful applicant will need to work closely with the PCC. Their primary role is to manage and support, and thereby ensuring the objectives set out in the Police and

Crime Plan are achieved. To do this, the Chief of Staff will need to be strong in the following areas:

1. Excellent leadership and management skills with the ability to motivate people and teams.
2. Assisting the PCC in influencing, persuading and managing activities to ensure Hampshire and Isle of Wight Constabulary meet the strategic objectives set out in the Police and Crime Plan.
3. Advising the PCC. Office holders need advice, and this advice is not political but is within a deeply political arena. Your advice will need to include what is the best way to achieve goals and objectives; identification of areas in policing and criminal justice that might need closer oversight; and suggesting areas of service that might benefit from commissioning resource. The key is being able to make the relationship with the current PCC work.
4. The legal aspects as Monitoring Officer also require a Chief of Staff to act independently and with integrity, as well as being able to identify and mitigate potential difficulties.

In short, as Chief of Staff, you will focus on two main areas:

1. Supporting the PCC in achieving their goals and objectives; and
2. Supporting and challenging the force to ensure it provides the best possible service to the public.

Being involved in policing is a rewarding and fascinating business. Each and every day, officers and staff help people, sometimes save lives, and more often than not impact lives by preventing harm or keeping people safe. To be a part of policing, and helping it to improve, is challenging but incredibly fulfilling.