

Personal Summary

Kate is an innovative and delivery-focused leader who combines strategic thinking with a proven record of hands-on achievement in complex, volatile and uncertain fields. Working with tenacity and attention to detail in regulated industries and against challenging time, resource and legislative constraints, Kate leads diverse teams to ensure exceptional operational and organisational performance.

Leading large-scale change alongside a diverse portfolio underlines Kate's skill as an adaptable, resilient problem-solver who raises standards and influences a wide range of internal and external stakeholders with compelling communication skills.

Key Skills and Achievements

- **Communication** – strong relationship builder across sectors with the ability to understand the perspectives of others and develop shared solutions; advocates collaborative approach.
- **Innovation** – leads programmes that span people, process and technology to enable performance and service improvements with a tangible positive impact for society.
- **Leadership** – combines formal training with proven operational experience in leading response to critical incidents as well as driving improved service standards; and developing others.
- **Delivery** – career success in safety-critical roles shows ability to find compliant solutions and balance a high workload through effective prioritisation and decision-making.
- **Seeing the Big Picture** – understands the wider strategic context of decisions and actions, comfortable working in roles with significant political, public and media interest.
- **Problem Solving** – whether leading high-profile criminal investigations or future proofing the structures of complex organisations, harnesses data and insights to resolve issues.

Professional History

Hampshire and Isle of Wight OPCC

Head of Criminal Justice, Commissioning and Partnerships

August 2022 – Present

- Senior Responsible Officer for delivery of the Police and Crime plan. Providing the PCC strategic advice and driving performance against priorities. Leading Oversight and Scrutiny of Hampshire and Isle of Wight Constabulary.
- Commissioning lead for services to support Victims, prevent crime and tackle offending. Budget management for commissioned services.
- Policy advisor on Criminal Justice, statutory responsibilities of the PCC.

Police Service

August 1995 – July 2022

Selected roles, responsibilities and achievements:

Senior Police Liaison – Office of Police and Crime Commissioner Hampshire and Isle of Wight - October 2021 – August 2022.

- Detective Chief Inspector providing strategic support and advice to the Police and Crime Commissioner for Hampshire and the Isle of Wight. Interface with Hampshire Constabulary Chief Officer group and operational command team.
- Advisor for NPCC Violence against Women and Girls (VAWG) task group and OPCC VAWG task group.

Senior Leader, Criminal Justice – Hampshire Constabulary - March 2020 – October 2021

- Lead the Force Crisis Negotiation team, negotiating for 12 years in high risk to life situations making critical decisions under extreme pressure.
- Detective Chief Inspector led on behalf of Hampshire Police, the COVID recovery at a critical time for criminal justice performance.
- Implemented the process change required for directors guidance 6 on charging and Attorney generals guidelines on disclosure, leading to National recognition for compliance and best practice.
- Senior responsible officer delivering digital change programmes, two way interface with CPS partners and digital evidence management system.
- As Senior Investigating Homicide Detective I lead murder investigations setting critical fast time actions and policy.

Leader – Criminal Investigations Department – Hampshire Constabulary – July 2018 – March 2020

- Detective Inspector leading a team of 70 investigators, overseeing the Policing response to serious and complex crime and volume crime investigations.
- Established the domestic abuse support function, working with partners to ensure victim focussed investigation.

SEROCU - Thames Valley Police – October 2015 – July 2018

- Completed the strategic review in line with the requirements of the public enquiry.
- Implemented new capabilities to assist the Regions Forces in tackling child sexual exploitation.
- Worked across agencies - NCA, UKBA, and Counter Terrorism to target current threats of immigration crime, modern day slavery and county lines.

Awards, Qualifications and Personal Development

- Current student on the College of Policing's Executive Leadership Programme
- In-depth knowledge and application of legislation and risk management standards across law enforcement (such as PACE, RIPA) as well as wider issues (such as ECHR and GDPR legislation)
- BSc Hons Social Policy and Administration

Professional training and accreditations

- National, Kidnap/ Extortion Negotiator
- Graduate of Police 'OSPRE' process of exams and work-based assessment
- Accredited Senior-Investigating Officer - Major Crime and Kidnap and Extortion