

Job Description

A Post Details	
Job Title: Head of Drones Programme	Grade: C002
Department: DCC Transformation	Division: Select Division A Division
Reports to: Head of Transformation	Contract Type: Select Contract Type 12 Month FTC
Level of Vetting: Management Vetting	Numbers in Post: 1
Welsh language required No	
B Purpose of the Post	
<p>The purpose of the post is to make the case for and create the capability and capacity required to deliver and safely sustain the BVLOS Drone Programme through life ambition to deliver against the Force's strategy and reduce disruption across the rail sector to keep the trains moving. This is a critical leadership role within BTP AFOTM portfolio and will have a particular focus for leading on industry liaison and business development, both of which are critical to securing long term funding trajectories for BTP. It will also be critical to ensuring the force can utilise the 'State Aircraft' regulatory approach which BTP currently finds itself uniquely positioned to utilise to leverage partnerships and funding that may not exist in future years, and this role is key to that medium-term capitalisation. The role will also be the critical conduit between the consortium of aviation, risk and regulatory contractors, and the day-to-day implementation by BTP. This work is key to ensuring adequate 'risk quantification' and a safe and responsible implementation of BVLOS capability within the force. They will be a trusted adviser to the Chief Constable (CC), Deputy Chief Constable (DCC), Assistant Chief Constable Specialist Capabilities (ACC – BTP Drone Accountable Manager), Head of Transformation and an internal member of multiple senior leader boards and forums.</p>	
C Dimensions of the Post	
<p>Financial:</p> <p>Direct: Responsible for the identification of cash releasing revenue streams across rail industry partners for investment in our long term BVLOS drone capability.</p> <p>Non-Direct: Support the cost-effective delivery of the multi-million pound investment plan.</p> <p>Staff Responsibilities – Direct 1 Programme Manager and 2 Project Manager posts and Non-Direct 7 SME Consultancy Roles at a cost of £600k.</p> <p>Meaningful and frequent engagement with over 100 senior leaders pan England, Scotland and Wales.</p> <p>Any Other Statistical Data:</p> <p>Identification, utilisation and interpretation of analysis and insights to inform BVLOS delivery and benefits realisation.</p>	
D Principal Accountabilities	

As part of the CC portfolio the role is accountable for the effective direction, management and delivery of the BVLOS Drone Programme recognising the critical prioritisation of the programme to the CC and the force, and the complex interconnectivity across force departments and external stakeholders. The role will be responsible to provide Drones delivery assurance and confidence to the Chief Constable, BTPA, Senior Leadership Team and all employees across three nations and a widely dispersed and dislocated estates footprint. The role requires a significant range of technical, planning, organising, controlling and communicating/influencing skills to perform the job competently. It will include a wide range of problem-solving skills to meet scenarios across a dispersed and varied policing and rail sector landscape.

Specific outputs are:

- Overarching programmatic strategy and direction with an aim of delivering an effective, compliant and safe BVLOS Drone capability for the force in FY 25/26.
- Ownership and responsibility for the alignment of the programme with BTP PMO and Transformation priorities, methodologies and requirements.
- Support the effective delivery of wider Force and BTPA activity including, Strategic Workforce Planning, Medium Term Financial Plan, Quarterly Strategy Reporting, Policing Plan and Strategy refresh.
- Ownership and responsibility for the programme structure, planning (inc financial planning) and iterative development and delivery.
- Management and direction for project manager(s) working on the development and delivery of programme work streams in line with the high-level responsibilities of this role.
- Design, direction and implementation of a new 'Single Operating Model' for BTP Drone operations, working in close collaboration with existing drone staff, senior internal stakeholders and business change representatives.
- Senior level aviation, regulatory and government stakeholder engagement / liaison with a core focus on enabling BTP to utilise regulatory pathways in a compliant and responsible manner.
- Senior level policing stakeholder engagement / liaison with a core focus on ensuring BTP drone ambitions and developments are communicated effectively and delivered in collaboration and partnership with other key stakeholders including the NPCC, NPAS and individual forces.
- Senior level rail industry stakeholder engagement / liaison with a core focus on business development. This includes Network Rail, DOHL, and individual TOCs / FOCs and routes – with an overarching aim of developing and securing new industry funding models for BTP drones.
- Senior level internal stakeholder engagement / liaison across departmental leads on programmatic priorities and devolved responsibilities needed to achieve programmatic aims.

<ul style="list-style-type: none"> • Senior level management, direction and responsibility for the effective delivery of contracting work by dedicated aviation, regulatory and risk SMEs required to enable the programme to achieve its aims. • Direction of analytical and data resourcing internally to enable the demonstration of effective BVLOS Drone benefits. • Ultimately to prepare the force to implement BVLOS Drone capability into their ongoing BAU response to disruption and crime on the railway. • Ensure effective resourcing is allocated across the programme. • Responsibility for promoting an inclusive culture and working environment. • Demonstrate the Forces values.
<p>E Decision Making</p>
<p>Make decisions: Strategic and operational decisions balanced with value for money and delivery of objectives - and be accountable for results.</p> <p>Significant say in decisions: Influence on senior management, external stakeholders and investment planning and leads on the identification of opportunities to drive innovation and revenue opportunities within the integrated planning cycle.</p>
<p>F Contact with Others</p>
<p>Internal: Extensive interaction with senior internal stakeholders, operational commanders and employees at all levels across the Force. Specifically, CC/DCC outer offices, People and Culture, Analysis and Insights, Finance, Estates and Commercial, Transformation, Resilience, Health and Safety, Information Management, Learning and Development, Information Technology, Digital Policing, PMO, Commercial, LXC.</p> <p>External: British Transport Police Authority (BTPA) Home Office Forces Train Operating Companies (TOCs) /Transport for London/ Network Rail Rail Delivery Group NPCC/College of Policing (CoP)/ Centre for Policing Research and Learning External Drones supplier base expertise Civil Aviation Authority (CAA) and National Police Air Service (NPAS).</p>
<p>G Essential Criteria</p>
<p>Qualifications and Training:</p>
<p>Hold a related degree level/professional qualification, or other relevant field or domain.</p>
<p>Experience: Excellent interpersonal and communication skills in Welsh No</p>

<p>Extensive senior leadership and management experience, ideally within a Blue Light service/ Category 1 responder or equivalent.</p> <p>Experience in modernising and building an innovative Drones function in a resource-constrained environment.</p> <p>Extensive experience in managing multiple large teams across a broad range of responsibilities/duties.</p> <p>High levels of interpersonal skills to both lead a team and engage with seniors up to and including CC level.</p> <p>Developed negotiating skills required for dealing with large procurement/contractor relationships and resolving issues with third-party providers.</p> <p>Experience in presenting to large audiences with differing levels of knowledge on integrated planning.</p> <p>Proven proficiency in developing programme planning protocols and procedures.</p> <p>Exceptional problem solving, managerial skills and the ability to lead a team.</p> <p>Knowledge of information management systems and cybersecurity.</p> <p>Proven understanding of exploiting Drones research and horizon planning trends, as well as changing government legislation and incorporating into all aspects of integrated drones delivery planning.</p> <p>Significant experience at a senior level within the planning landscape preferably policing, public sector or comparable organisations.</p> <p>Proven ability to build good working relationships, often remotely.</p> <p>Ability to manage multiple work streams at the same time, prioritising the key issues.</p> <p>Experience in monitoring and updating a number of tools/databases to quality assure priorities and targets.</p> <p>Experience and confidence in presenting to a wide variety of audiences including the Chief Officer Group and be an ambassador for BTP.</p>
<p>Skills:</p> <p>Excellent interpersonal and communication skills in Welsh No</p>
<p>Ability to present complex data and information in a concise and straightforward manner.</p> <p>Highly self-motivated with the ability to work under pressure, produce high quality work and exercise both initiative and discretion.</p> <p>Excellent influencing and negotiating skills, with the ability to understand and motivate people to a high degree, by achieving a balance between tact and diplomacy.</p> <p>Evidence of strong personal drive, including high levels of resilience and determination and an ability to anticipate and overcome obstacles to deliver results and demonstrate evidence of the ability to make compound judgments and decisions and to challenge current thinking.</p> <p>Proficient skills in utilising PowerBI, Word, Excel and PowerPoint.</p>
<p>Knowledge:</p>
<p>Knowledge of organisational planning/business change within the UK policing and commercial opportunities for Drones Collaboration and Outsourcing.</p>
<p>H Additional Information</p>
<p>N/A</p>
<p>For Panel to complete only:</p> <p>Line Manager Approval: Mike Furness</p> <p>Panel Approval: Kiran Ajimal (5931)</p> <p>Date:14/11/2024</p>

Please submit with supporting documentation (organisational charts, job descriptions) via the [Hub](#)

You will be advised of a panel date following receipt of the submission