



# Chief Superintendent Head of Crime Application Pack

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## Promotion or lateral transfer

Closing date: 11:59pm on Monday 6<sup>th</sup> of January 2025.



# Introduction

## Welcome letter from British Transport Police Chief Constable: Lucy D'Orsi

Dear Candidate,

Thank you for your interest in this exciting opportunity. I am seeking dynamic & effective leaders who will ensure the delivery of our strategy, 'Guardians of the Railway'.

This selection process you will provide you with an opportunity to demonstrate your leadership qualities. You will have the opportunity to share your operational command qualities & how you have delivered exceptional performance. You will be able to demonstrate how you foster productive working relationships with a broad range of partners and, critically how you lead in the commercially driven nature of the railway environment.

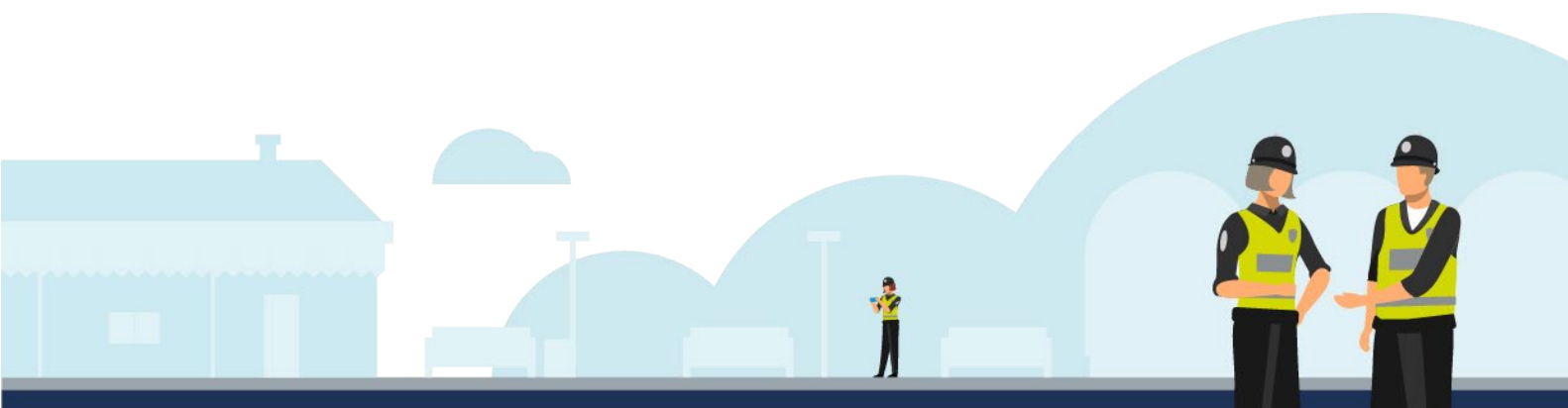
Inclusivity & diversity are integral to our culture and are a key component in rebuilding trust & legitimacy within policing. To be successful you will need to show how you embody our organisational values & how you will demonstrate your part as a senior leader in making BTP an inclusive & anti-racist organisation, where all our employees can thrive.

Recognising the ethics & legitimacy requirements of policing & showing that you recognise & have demonstrated the exemplary standards of behaviour expected from senior police leaders is critical.

This is a fantastic opportunity. If you are a committed, enthusiastic & inclusive leader I would strongly encourage you to consider this opportunity & the value you could bring to a world-class organisation, as we continue to transform to keep passengers & communities safe, lead & care for our people in partnership with our diverse range of stakeholders.

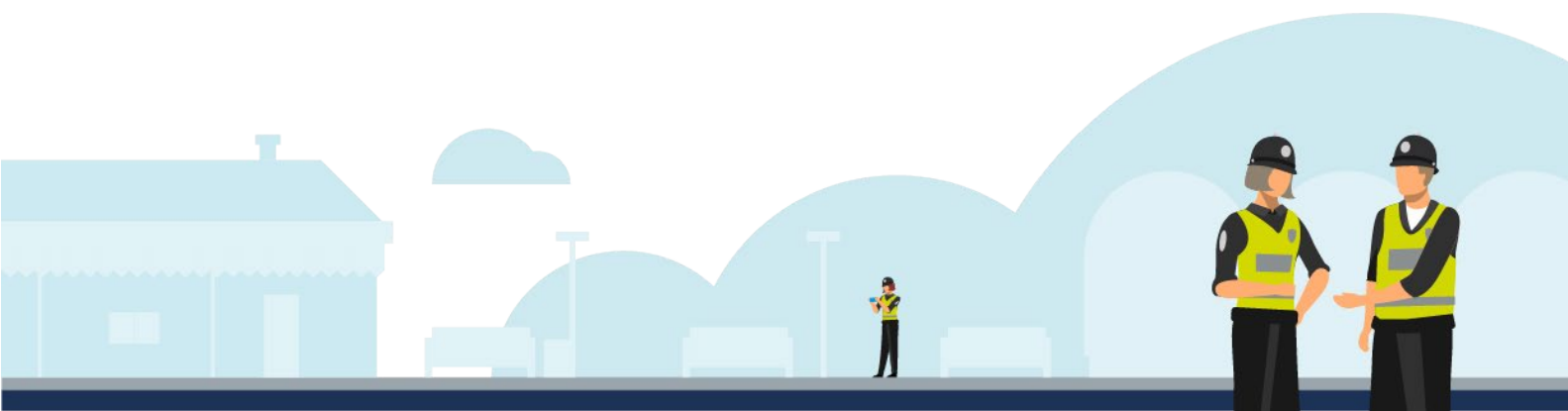


**Lucy D'Orsi Chief Constable**



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# The Role



## We are recruiting for the following role:

**Posts:** Chief Superintendent (Head of Crime)

**Leading:** Crime, Public Protection, and Vulnerability

**Accountable to:** Assistant Chief Constable

**Place of work:** The primary place of work is Buckingham Palace Road, London, but postholders are required to deliver visible leadership across all national sites.

**Flexible working:** Unsociable hours due to events / incidents, national travel. This require is subject to being on-call on occasion. Open to a discussion around flexible working.

Our vision is to be **a world-leading police force trusted to provide a safe and reliable railway**. Our mission is **working together to protect the rail community, creating a hostile environment for crime**. These ambitions are guided by our strategic objectives, informed by our control strategy, and delivered through an extensive range of operational capabilities. We operate across a complex and safety-critical operating environment. Our teams are focused on targeting high-harm offenders who seek to commit crimes on the railway, protecting vulnerable people, ensuring public safety, and safeguarding rail staff and passengers.

As Detective Chief Superintendent (Crime, Public Protection, and Vulnerability), you will lead key departments that support our strategic ambitions, including:

- Intelligence
- CID
- Scientific Support
- Public Protection and Vulnerability
- Covert Policing
- County Lines





You will be responsible for the wellbeing and development of your command. By utilising Force capabilities, systems, and processes, you will optimise both capability and productivity. Your oversight will include:

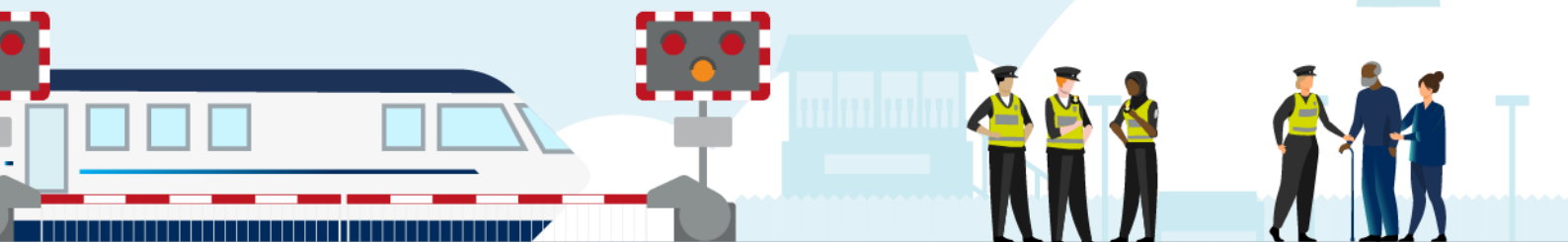
- Managing crime policy and performance delivery
- Ensuring appropriate governance is in place
- Maintaining an effective and efficient investigation capability that demonstrates value for money and high service levels

This role also involves overseeing our response to the Violence against Women and Girls (ViAWG), enhancing our approach to safeguarding vulnerable individuals, and collaborating with colleagues across BTP to support effective crime reduction initiatives. You will leverage best practices, data, and technology such as artificial intelligence and predictive tools to bolster crime prevention and public protection efforts.

Additionally, you will need to develop collaborative and productive working relationships with government, law enforcement, the rail industry, and third-sector partners, as well as with colleagues across the senior leadership team to influence policy and investment.

You will have delegated budget responsibility for your portfolio and must comply with the terms of this delegation as necessary.

As a member of the Force Executive Board, you will share responsibility for maintaining standards, driving cultural transformation, embedding diversity and inclusion, and building trust and promoting confidence in the British Transport Police.



# Job Specification



## Key accountabilities:

- Monitor and review competence, identify and develop workforce structure improvements to facilitate the delivery of effective services, and position resources to support the organisation in fulfilling objectives.
- Lead projects and manage the delivery of change to ensure efficiencies are realised, change is effectively embedded and contributes to organisational development.
- Lead, manage, and develop staff and team effectiveness, driving achievement of organisational objectives and monitoring and evaluating team capacity, capability, confidence and wellbeing to ensure resilience and support as well as advanced investigative skills and promote the highest levels of professional conduct.
- Develop and maintain strategic and operational links with local policing and protective services in order to assist effective dialogue on all aspects of crime and forensics.
- Develop strategies and tactics for a function area to manage threat and risk and identify gaps in response or knowledge to ensure that effective mitigation plans are put in place.
- Develop investigative policy, quality assurance, and audit measures to promote and develop the quality of crime investigation and ensure that policy is being consistently applied, learning is identified and embedded.
- Oversee and provide strategic leadership on the investigation of crime and ensure that there is capability and capacity to deliver the organisational objectives in respect of investigation.
- Develop a coordinated media strategy, also representing the force externally where required, to ensure that all media contact is effective and supports the investigation, detection and reduction of crime and disorder, and shares information that promotes a positive image of policing.
- Identify, develop, and maintain partnerships with key external partners and stakeholders to understand emerging threat, risk, harm, vulnerability and safeguarding to ensure the effective delivery of and operational response to crime and scientific services.





- Manage resources and budgets under area of responsibility to ensure the effective and efficient delivery of crime investigations against the objectives set by the Chief Officer team.
- Ensure that supervisory officers are aware of their responsibilities for the health, welfare, wellbeing and development of police and police staff within their command

### Education, training, and eligibility:

- Experience and knowledge in their relevant field.
- Significant experience in, and understanding of, investigation, intelligence and associated practices.
- Broad operational command experience, with the ability to plan for and improve performance for victims of crime.
- Experience of national and local partnership working.
- Experience in financial management, promoting continuous improvement and efficiency whilst maintaining or improving quality of service.
- Have relevant experience in crime as a senior officer, with a willingness and ability to obtain or requalify for PIP3 if needed.
- Experience of project /change management.
- Knowledge and understanding of College of Policing Guidance.



## Skills

- Able to use a wide range of high impact communication and influencing techniques and methods to successfully negotiate, collaborate and affect change across a diverse range of stakeholders.
- Able to develop strategic plans and to clarify strategic priorities and the immediate and longer-term actions required to achieve these.
- Skilled in identifying the financial, people and materials resourcing requirements under area of responsibility to identify and mitigate known risks to delivery.
- Skilled in setting function, team and individual objectives, assessing progress, identifying emerging risks, issues and opportunities, and taking corrective steps as required to ensure that the right results are achieved.
- Skilled in leading, developing and inspiring people, engaging a diverse range of teams with Force strategic priorities, values and behaviours.
- Able to scan the horizon, identifying likely future needs of Policing and using these to inform strategic planning.
- Able to create strategic organisational change that reshapes the services or functions delivered by the Force, to deliver appropriate responses to emerging trends and issues.
- Skilled in building and maintaining stakeholder relationships at the most senior levels; drawing upon these to enable collaborative working, to resolve issues and to reconcile conflicts of interest to meet the complex needs of ensuring public safety.
- Able to hold individuals to account for their performance and behaviours.

## Continuing Professional Development (CPD)

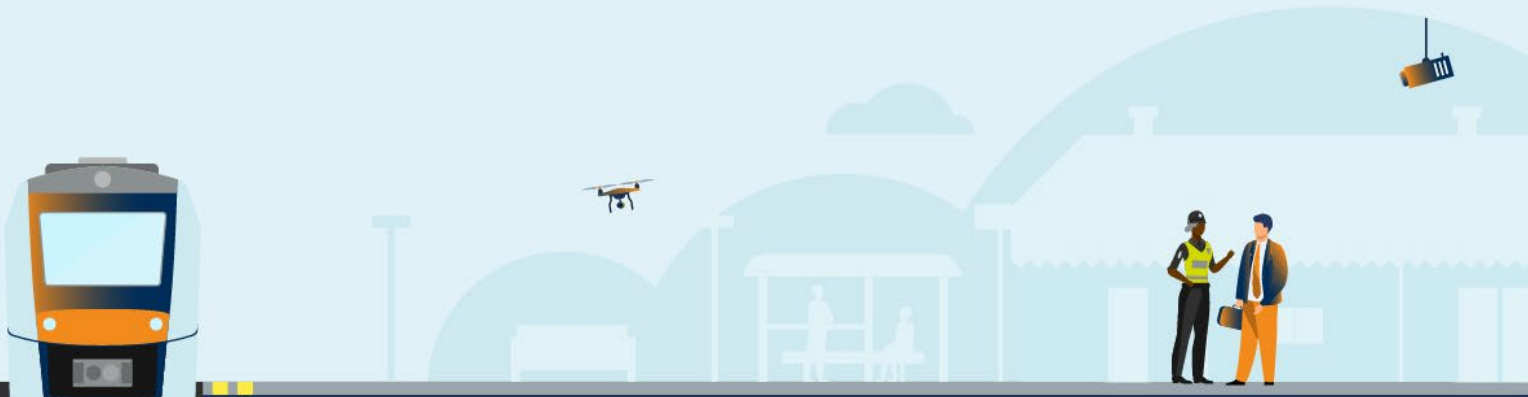
- Work closely with colleagues in Intelligence, in order to develop strong practices in relation to turning intelligence into evidence.
- Stay up-to-date and/or actively contribute to general intelligence advancements e.g. College of Policing Guidance updates, APP, Relevant Knowledge Hub communities, wider Investigation Community.
- Stay up to date with new approaches to evidence-based policing and apply this to your work.





## Continuing Professional Development (CPD) - continued.

- Evaluate the impact of the IOPC (Independent Office for Police Conduct) Learning the Lessons reports relating to investigation and formulate mitigation strategies, where appropriate.
- Understand and develop knowledge of other roles within the policing e.g. work alongside colleagues from a different unit to further operational knowledge of each other's roles.
- Maintain operational effectiveness e.g. attend other units within the law enforcement area they work in to seek feedback of the effectiveness of the unit.
- Chair strategic meetings, conferences and working groups and facilitate discussions (adhering to current disclosure guidelines).
- Coach and/or mentor less experienced colleagues e.g. Senior Investigating Officer and deliver training sessions to support learning and development.
- Keep up to date with guidance on conducting the Performance Development Review (PDR) process.
- Ensure knowledge of your line-manager responsibilities in relation to Assessment and Recognition of Competence (ARC) procedures.
- Understand and implement recommendations from HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services) PEEL assessments.
- Stay up to date with changing legislation (including current information on disclosure) and current national policing priorities.





# The Process

## The Recruitment Process (how to apply)

Submit the following to us via our recruitment system by 11:59pm on Monday the 6<sup>th</sup> of January 2025.

1. **Completed application form on the BTP recruitment site.**
2. **Confirmation of eligibility:** Confirmation of your eligibility to apply from your current Line Manager, which includes from their perspective, your three key strengths and three areas of development. This should be completed on the following form, please send the following link to your line manager to complete by the advert closing date <https://forms.office.com/e/xadQxdZbJG>
3. **CV:** A tailored CV (maximum of two pages and font size 11.5) uploaded on e-recruitment.
4. **Business Interests:** Please provide details of any business or other interests or any personal connections, which, if appointed, could be misconstrued, or cause embarrassment, any conflicts of interest details here will not prevent you going forwards for interview but may, if appropriate, be explored with you during your interview to establish how you would address the issue(s), should you be successful in your application your application will not be considered unless all the above have been submitted.

## Reasonable adjustments and arrangements for assessment.

As an employer, we are committed to creating an inclusive and accommodating work environment for our people. We understand the importance of providing reasonable adjustments to support individuals with disabilities or specific needs. Upon submission of your application, we will work closely with you to assess if any reasonable adjustments are required to enable you to perform your best throughout the selection process. You will also have the opportunity to opt into the Disability Confident scheme throughout the application.



# Timetable



## The Assessments and dates:

Please note the date of events below and ensure that you are available to attend the assessments and panels.

## Stage One: Application, CV and confirmation of eligibility form.

**Application window: Monday 9<sup>th</sup> December 2024 – Monday 6<sup>th</sup> January 2025 at 11:59pm.**

Application, CV, Confirmation of Eligibility form and video submission will be assessed and shortlisted.

**Note:** Candidates will be notified if successful and invited to participate in stage two.

## Stage Two: People and Stakeholder Panels

**To take place in January 2025.**

People and Stakeholder panels are assessed against the CVF and if successful, candidates will be invited to participate in stage three. Unsuccessful candidates will be provided feedback at this stage.

## Stage Three: Panel Interview based on skills, knowledge, and experience.

**Final Panel Interview date:** TBC

**Panel:** TBC

**Please note:** The assessment dates may be subject to change, but shortlisted candidates will be notified.



## Eligibility checks

- At the rank of Chief Superintendent, T/Chief Superintendent OR substantive Superintendent joining us on promotion.
- Have relevant experience in crime as a senior officer, with a willingness and ability to obtain or requalify for PIP3 if needed.
- The successful candidates will be subject to the satisfactory completion of Developed Vetting process.
- Candidates should have no live written improvement notices under the Police (Performance) Regulations 2020 or reduction in rank under Unsatisfactory Performance Procedures (UPP) in the previous 18 months.
- Candidates should also have no live written warnings, final written warnings or extended final written warnings issued under the Police (Conduct) Regs 2020 (NB: a finding of misconduct but where no separate penalty is applied does not bar an officer from participating).
- You will not be eligible to apply if you have an existing CCJ or IVA outstanding against you.
- Applicants who have been registered bankrupt will not be considered. Failure to disclose any of the above will lead to your application being rejected.
- We will also assure ourselves of compliance with normal governance arrangements such as mandatory training, PDR, Risk Assessment and Attendance Management completion. This will include your personal governance but also in relation to your direct reports.

## Appointment Terms and Conditions & Remuneration Package

Candidates on promotion will be placed on the spine point in accordance with their level of service at Chief Superintendent rank, inclusive of any periods of temporary and/or acting duties.



## Inclusion and Diversity

- We are an equal opportunities employer and are determined to ensure that:
- Our workforce reflects the diverse community which it serves, and that the working environment is free from any form of harassment, intimidation, bullying or victimisation.
- No job applicant or employee is treated unfavourably on the grounds of gender, sexual orientation, age, marital status, race, colour, nationality, ethnic or national origins, creed, religion, or disability.
- No job applicant or employee is disadvantaged by conditions or requirements which cannot be justified by the requirements of the job.
- BTP welcomes applications from suitably qualified persons from all parts of the community.
- You will also be asked if you are applying for a guaranteed interview through the Disability Confident scheme.

## Data Protection

- Any data about you will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process.
- Data may be used for monitoring the effectiveness of the recruitment process but in these circumstances all data will be kept anonymous.
- The equal opportunities monitoring form is used for monitoring the selection process only. If you do not wish to have these details recorded, please tick the box 'prefer not to say' or return the form uncompleted.
- If you are unsuccessful, personal details relating to your application will be held securely and destroyed after six months.



**Contact details for  
further information:**

[joe.boyle@btp.police.uk](mailto:joe.boyle@btp.police.uk)

We care

We are  
proud to  
protect

We strive  
to be better  
every day

We do the  
right thing

We are  
one BTP

