



**POLICE & CRIME
COMMISSIONER**
for Leicester, Leicestershire & Rutland
Your Communities - Your Commissioner

Dear Applicant,

RE: Chief Constable of Leicestershire Police

Thank you for your interest in the role of Chief Constable of Leicestershire Police.

I am looking to attract the highest calibre of applicants for this exciting and challenging role. Leicestershire Police is responsible for policing some of the most diverse communities in the country with challenges that will undoubtedly provide an exciting and challenging opportunity to make a real difference in this high-profile leadership role.

As the Police and Crime Commissioner, I am determined to appoint a new Chief Constable who will build on the success of the past so that Leicestershire Police remains one of the top performing forces in the country.

As we emerge from the global pandemic policing faces a range of challenges. Criminals are more sophisticated than ever before; they know no boundaries as far as their criminal activities are concerned, and as technology continues to evolve, society and the Police service faces different and more complex challenges. Crime can be perpetrated from anywhere in the world and can have an impact upon the most vulnerable in our communities. I am looking for a Chief Constable who not only recognises these complexities but is able to mobilise colleagues so that they are equipped and motivated to deal with these modern-day challenges.

It's clear that confidence in policing has been shaken both here and abroad, and there is work to be done to reset communities' trust in those who serve them. Finances remain a significant challenge and is a factor likely to escalate in the coming years. As Police and Crime Commissioner, I intend to work with the Chief Constable to ensure Leicestershire Police is as efficient as possible, but I will require you to have a mindset dedicated to continuous improvement so that we provide world-class value for money for the public.

I am looking for a Chief Constable with a proven track record in delivering high-quality organisational performance, an influential strategic leader who has led a highly motivated workforce and will create a positive and professional culture.

Operational competence is hugely important to me, and therefore your credibility and accreditation will come under significant focus during this application process.

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Since taking up the role I have developed an excellent working relationship with the Chief Constable and the Chief Officer Team. Under your leadership, I expect this to continue to grow, develop and strengthen.

In Leicester, Leicestershire and Rutland, we are proud of our record of successful partnership working. As the new Chief Constable, I will expect you to embrace a strong collaborative approach, able to maintain and develop effective partnerships to support the work of the Force as well as contribute towards wider community safety and criminal justice agendas. As the policing landscape changes, blue light collaboration in all forms will become more relevant than ever before; therefore, a leader who can lead beyond their authority who is able to negotiate and influence in the most complex areas and create unity and mutual understanding will be vital in the coming years.

Please be aware of the key dates below, all of which are non-negotiable, and ensure that, should you be shortlisted, you are available for interview on the dates indicated.

- Deadline for application - 15th September 2022 – 23:59hrs
- Shortlisting – 22nd September 2022
- Shortlisted candidates will be informed no later than 23rd September 2022
- Stakeholder panels and media exercise - 26th October 2022
- Appointment panel interviews - 27th October 2022
- Confirmation Hearing, Police and Crime Panel - Mid November 2022 – date to be confirmed.

I hope you will find the information in this pack useful and I look forward to receiving your completed application.

Yours sincerely,



Rupert Matthews
Police & Crime Commissioner for Leicester, Leicestershire & Rutland