



Home Office

M O P A C

MAYOR OF LONDON  
OFFICE FOR POLICING AND CRIME

**COMMISSIONER**

**METROPOLITAN POLICE SERVICE**

**Recruitment Information**



INVESTORS  
IN PEOPLE

Bronze

# About the Metropolitan Police Service

## The Metropolitan Police Service

Founded by Sir Robert Peel in 1829, the Metropolitan Police Service (the Met) is one of the oldest police services in the world. From the beginning, the purpose of the Met has been to serve and protect the people of London by providing a professional police service. This remains our purpose.

Today, the Met is made up of more than 43,000 officers and staff, plus thousands of volunteers: we are one of the largest employers in London and South East of England. The territory served covers 620 square miles and is home to over 8.6 million people. The Met is the UK's largest police force and has 25% of the total police budget for England and Wales.

The Met is seen as a world leader in policing. The 'Scotland Yard' brand is known around the world as a symbol of quality investigation and traditional values of policing. Thanks to this reputation, Met services are highly sought after, either through using Met officers and staff in operational matters or by training others and giving them the opportunity to learn from their experiences.

## Policing Our Unique City

London is unique: 'the world under one roof' and the largest city in Western Europe. Its ever changing population is set to grow towards 9 million by 2020 and become one of the most diverse (culturally, ethnically and linguistically) cities in the world.

The complexities of policing a city on this scale are huge. A seat of Parliamentary, Royal and Diplomatic power, London is also centre for protest and a high-profile target for terrorist attack.

There are over 300 languages spoken in London, and around 40% of the population is Black and Minority Ethnic (BAME). These numbers are predicted to grow further as the city expands and develops as an international centre. Of the six largest world faiths, almost 4 million Christians and 1 million Muslims live in London, and Buddhism, Hinduism, Judaism and Sikhism each have more than 80,000 followers in the capital.

London's population swells due to an influx of commuters during the day and tourists throughout the year - in greater volumes than anywhere else in the UK. The Met has nearly 32,000 of 127,000 police officers in England & Wales, around 25% of the police officers, policing over 14% of the England & Wales population and dealing with over 20% of all crime.

Criminality within London is on a more prevalent and serious level than other cities and communities across England & Wales. Not only is there the highest crime rate per 1,000 population, but crime in the capital is often connected to organised criminality and national and international networks of offending.

Taken together, this creates a unique policing environment. Everyone joining the Met needs the ability to deliver outstanding policing to the communities of London.

Further information on the Metropolitan Police Service can be found at <http://content.met.police.uk/Home>

## The Role

**Job Title:** Commissioner, Metropolitan Police Service

**Salary:** £270,648 (plus benefits)

**Appointment:** The appointment will be made by Her Majesty the Queen following a recommendation by the Home Secretary under section 42 of the Police Reform and Social Responsibility Act 2011. Before making this recommendation the Home Secretary must have regard to any recommendation made by the Mayor's Office for Policing and Crime (MOPAC).

This is a fixed term appointment for five years, with the possibility of re-appointment for a maximum of three years, and maximum one year extensions thereafter.

**Location:** Central London

The Commissioner of the Metropolitan Police Service is the most important and influential policing role in the United Kingdom. The Commissioner is operationally independent, working closely with the Mayor's Office for Crime and Policing (MOPAC) to exercise control over all of the force's activities to lead the fight against crime.

The Commissioner is accountable to the Home Secretary and MOPAC and must answer to Londoners and the public nationally.

### Key Responsibilities:

The Commissioner's responsibilities include:

- Determining the operational strategy for the Metropolitan Police Service to deliver the priorities of the Mayor's Office for Policing and Crime
- Having direction and control over all force officers and staff, including specials and secondees
- Accountability for operational strategy and decision making
- Leading strategic management to ensure enhanced productivity, and ongoing improvement to the use of resources, and to the protection of and services provided to the people of London
- Providing effective leadership to the force, harnessing the full potential of staff, officers and volunteers and displaying the values and ethical standards embedded within the Policing Code of Ethics
- Working with other forces and partners to develop and deliver the capability to address strategic national threats
- Fostering strong partnerships with the public and partner organisations in order to reduce crime and prevent harm
- Leading the development of policing strategies that increase the legitimacy of the Metropolitan police and generate high levels of public confidence
- Providing professional policing advice to the Mayor of London/MOPAC to support them in fulfilling their roles and creating effective working relationships
- Championing equality, diversity and human rights in MPS organisational practices and delivery of policing services and creating an organisational culture that values difference

- Delivering improvements in performance by building and applying evidence of what works to prevent harm and improve public experience, and taking effective action to tackle any areas of concern.
- Leading the development and understanding of the evidence base for threat, risk and harm facing local communities and prioritising resources accordingly
- Providing briefing on major operational issues to Ministers and representing the force at Parliamentary Select Committees

## Person Specification

In your application you should provide examples of your experience in meeting the appointment criteria listed below. These will be the key criteria for selection.

### ESSENTIAL CRITERIA

Applicants should be serving UK chief constables or of equivalent UK ranks or above, or have recent experience at these levels. Applications are also welcome from eligible police officers from overseas as set out in the Appointment of Chief Officers of Police (Overseas Police Forces) Regulations 2014 ([http://www.legislation.gov.uk/ukxi/2014/2376/pdfs/ukxi\\_20142376\\_en.pdf](http://www.legislation.gov.uk/ukxi/2014/2376/pdfs/ukxi_20142376_en.pdf)).

The successful candidate will:

- have extensive experience of leading a policing organisation, using evidence-led policing to deliver for, and with, the public;
- show evidence of successfully leading transformational change in a challenging financial climate;
- show evidence of leading outstanding delivery of effective operational policing and partnership work to reduce crime in challenging situations;
- show evidence of an understanding of changing crime and threat patterns, and the protection of the most vulnerable;
- show evidence of a lasting commitment to respecting and valuing difference and inclusion;
- have experience of working successfully with national and local Government and an understanding of the wider political, social and economic context;
- show evidence of displaying and role modelling credible, visible and empowering leadership;
- have effective interpersonal and communication skills and demonstrate sound ethical judgement;
- have a successful track record of working with diverse communities to achieve positive outcomes; and
- have a commitment to serving the public and developing excellent services and support for victims.

## Response Instructions

If you wish to apply for this position please supply the following documentation:

- **application form** – personal details, career history, and setting out how you meet the essential criteria.
- Your **two most recent annual appraisals**.
- **declaration of interests form** – this role requires the highest standards of propriety and so we ask you to declare any private, voluntary, charitable, or political interest which might be material and relevant to the work of the Metropolitan Police Service, MOPAC, or the Home Office. The panel may explore any actual or perceived conflicts of interest with you at interview stage to determine whether any mitigating action needs to be taken.
- **recruitment monitoring questionnaire** – details of why we request this information and how it is used can be found below. If you do not wish to provide any of the information requested, please tick the ‘prefer not to say’ boxes.
- **guaranteed interview request form** for disabled persons (if required). Further information on the Guaranteed Interview Scheme can be found below.
- **nationality form** – this information will be used to confirm your eligibility for the role and if successful, will be used for security clearance purposes. If you are not successful, the information will be destroyed. It is held securely at all times.
- **discipline form**
- **health questionnaire** – please complete and return in an envelope marked ‘Private and Confidential’ to Sean Burgess, Clinical Lead / Service Delivery Manager, Occupational Health & Wellbeing, Metropolitan Police Service, Empress State Building, Empress Approach, Lillie Road, London, SW6 1TR.

Completed applications should be emailed to [CommissionerAppointment@homeoffice.gsi.gov.uk](mailto:CommissionerAppointment@homeoffice.gsi.gov.uk) by **12 noon on Wednesday 4 January 2017**.

If you can not apply online, please post applications to the address below and inform [CommissionerAppointment@homeoffice.gsi.gov.uk](mailto:CommissionerAppointment@homeoffice.gsi.gov.uk)

Commissioner Appointment Team  
Home Office  
6<sup>th</sup> Floor, Fry Building  
2 Marsham Street  
London  
SW1P 4DF

## Further Information

Should you wish to have an informal discussion about the role or if you have any queries about any aspect of the selection process, please email [CommissionerAppointment@homeoffice.gsi.gov.uk](mailto:CommissionerAppointment@homeoffice.gsi.gov.uk) in the first instance.

## Equal Opportunities Monitoring

We value all our staff highly. That's why we're committed to providing a positive environment that recognises and values individual differences - be it in age, disability, gender, gender identity, marital or parental status, race or ethnicity, religion, sexual orientation, or work style. We seek to create an inclusive culture. We also set standards which go beyond compliance with legislation, and create a more diverse workforce.

As part of the application process we ask candidates to complete equal opportunities monitoring information. This will help us to follow the recommendations of the Equal Opportunities Commission, the Commission for Racial Equality and the Disability Rights Commission, that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. The information on the form will be treated as confidential, and used for statistical purposes only. The form will not be treated as part of your application.

## Guaranteed Interview Scheme for Disabled Persons

The Home Office is an accredited user of the government's "two ticks" disability symbol, which denotes organisations which have a positive attitude towards disabled applicants. Under the scheme disabled applicants who meet the minimum criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to apply for consideration under this scheme, please complete the form in Annex B. It is not necessary to state the nature of your disability.

## Data Protection

The Home Office takes its obligations under the Data Protection Act seriously. 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 also be used for the purposes of monitoring the effectiveness of the recruitment process, but in these circumstances will be kept anonymous. The recruitment monitoring form is used for monitoring the selection process only. If you do not wish to have these details recorded please return the form uncompleted. If you are unsuccessful, your personal data relating to the application will be destroyed after 12 months.

## Indicative Timetable

Please note that precise dates are still to be finalised but the process will consist of the following components in January and February. Please let us know in your application if you are unable to meet this timeframe.

Deadline for applications	<b>4 January 2017</b>
Selection panel shortlisting meeting	<b>Early January</b>
Meeting with the Mayor of London	<b>January</b>
Psychometric testing	<b>January</b>

Interactive exercise	<b>January</b>
Selection panel interviews	<b>Late January/Early February</b>
Final interviews	<b>February</b>

## Recruitment Process

The selection panel will be chaired by Mark Sedwill (Permanent Secretary, Home Office) and will include the following members:

- Mark Sedwill, Permanent Secretary, Home Office (Chair)
- Rebecca Lawrence, Chief Executive, MOPAC
- Chief Constable Alex Marshall, Chief Executive Officer, College of Policing
- Lynne Owens, Director General, National Crime Agency
- Eleanor Kelly, Chief Executive, Southwark Council
- Independent Panel Member

The Commissioner Appointments Team will acknowledge your application and advise you of the outcome of the shortlisting meeting.

Further details will then be provided to you on the next stages of the appointment process. This will include all dates, information on the membership of the selection panel, the meeting with the Mayor of London, the psychometric tests, the interactive exercises, as well as details of the selection panel and final interviews. All stages of the appointment process will be held in London.

Please note: Expenses incurred by candidates during the recruitment process will not be reimbursed by the Home Office except in exceptional circumstances and only when agreed in advance with the Commissioner Appointments Team.

## Useful links

[Mayor's Office for Policing And Crime](#) – sets out the priorities and objectives for tackling crime and making London safer.

**Code of Ethics** – the principles that every member of the policing profession of England and Wales is expected to uphold and the standards of behaviour they are expected to meet.

## Terms and Conditions

**The information offered in this document is supplied in good faith but does not in itself form any part of the contract of employment.**

**Appointment Term:** This post is offered as a five year fixed term appointment, with the possibility of re-appointment for a maximum of three years, and maximum one year extensions thereafter.

**Working Hours:** This is a full time role. Working hours are such as are needed to fulfil the requirements of the post, including operational call-outs.

**Location:** This post is based primarily in central London but there is significant national and some international travel due to the remit of the role.

**Remuneration:** The starting salary may vary dependent on your qualifications, knowledge and the relevant experience you are able to offer.

No allowances will be payable and you will not be eligible for a non-consolidated annual bonus payment.

Please note: you cannot receive remuneration for any other role(s) or activity during your period of employment.

**Pension:** Membership of the police pension scheme.

**Annual leave:** 35 days' annual leave plus 2 rest days per week plus normal bank holidays

**Nationality:** This is a non reserved post and there are no specific restrictions on nationality.

**Pre-appointment checks:** Honesty and integrity are essential for the role and we will always carefully check the suitability of candidates and are not tolerant of dishonest behaviour or any behaviour which brings the post into disrepute.

**Security clearance:** The successful candidate will be required to obtain Developed Vetting (DV) level security clearance before taking up post. Further information on what this involves will be sent out to all shortlisted candidates.

For more information on the terms and conditions of appointment please contact [CommissionerAppointment@homeoffice.gsi.gov.uk](mailto:CommissionerAppointment@homeoffice.gsi.gov.uk)