



Home Office

M O P A C

MAYOR OF LONDON  
OFFICE FOR POLICING AND CRIME

# COMMISSIONER OF POLICE OF THE METROPOLIS

The Home Office and the *Mayor's Office for Policing and Crime* (MOPAC) are jointly advertising for a new Commissioner to lead the Metropolitan Police Service (MPS), the biggest police service in the United Kingdom with over 43,000 staff and officers and a budget of over £3bn.

The Commissioner is accountable to the Home Secretary and MOPAC and must answer to Londoners and the public nationally, maintaining the highest levels of integrity, transparency and accountability.

The successful candidate will be responsible for policing the United Kingdom's most diverse city. They will work in partnership with the range of London's local and regional agencies and other criminal justice partners to ensure that the public feel and are safe, secure and confident, and that crime is prevented, offenders are brought to justice and the continuing threat from terrorism is responded to effectively.

The new Commissioner will work effectively with the Mayor, Deputy Mayor for Policing and Crime and the Home Secretary, delivering the Mayor's manifesto commitments and the forthcoming Police and Crime Plan.

The successful candidate will understand the unique role of leading the most significant police service in the country and the responsibility of upholding the high standards of British policing recognised throughout the world.

The successful candidate will also have the duty of ensuring public confidence in the MPS, and be responsible for maintaining and improving services to the public. They will have a deep understanding of the unique challenges that London faces, including the changes in demand on policing, the need for the MPS to reflect the diversity of London and a genuine understanding of the impact of vulnerability and neighbourhood policing and improving the vital relationships between the police and London's communities. In addition, they will have a commitment to London's diverse communities.

The new Commissioner will continue to oversee and guide the MPS through a period of significant transition, transforming the service to meet budget constraints and public expectations. They will need to recognise that a strong ethical framework needs to be at the heart of policing and that lasting transformation can only be

successful if it is genuinely police-led, working in partnership, and the service is self-reforming.

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.

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 appointment will be made by Her Majesty the Queen following a recommendation by the Home Secretary under section 42 of 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.

**Applications should be sent by 12 noon on Wednesday 4 January 2017 by email to [CommissionerAppointment@homeoffice.gsi.gov.uk](mailto:CommissionerAppointment@homeoffice.gsi.gov.uk), or posted to Commissioner Appointments Team, Home Office, 6<sup>th</sup> Floor Fry Building, 2 Marsham Street SW1P 4DF.**