

**WE SEEK AN
INSPIRATIONAL**

**CHIEF
CONSTABLE**



Comisiynydd Heddlu a Throseddu
Dyfed-Powys
Police and Crime Commissioner



Heddlu • Police

DYFED-POWYS



Candidate Information Pack

Enquiries

Carys Morgans
OPCC Chief Executive and Monitoring
Officer

Phone

01267 226440

E-mail

carys.morgans@dyfed-powys.police.uk

Application Deadline

5pm Friday 29th August 2025



This pack contains information to help you gain a greater understanding of Dyfed-Powys Police, the Force area and what Police and Crime Commissioner, Dafydd Llywelyn is looking for his next Chief Constable.

RECRUITMENT INFORMATION PACK CONTENT

Message from the Police and Crime Commissioner	2
Overview of Dyfed-Powys Police	3
HMICFRS	5
Key Facts	6
Overview of the Role	7
Person Specification	10
Competency and Values Framework	12
Terms and Conditions	17
Recruitment Process	19



Heddlu • Police
DYFED-POWYS



Comisiynydd Heddlu a Throseddu
Dyfed-Powys
Police and Crime Commissioner

As the Police and Crime Commissioner, it is my privilege to appoint a new Chief Constable on behalf of the communities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. Thank you for your interest in the role of Chief Constable of Dyfed Powys Police.

Dyfed-Powys Police is recognised as one of the largest rural forces in England and Wales it has a reputation for its community focus, with its Neighbourhood Policing and Prevention model at the heart of service delivery. It is a beautiful, sparsely populated area and I feel we are very fortunate to live and serve the public here. However, the very things which make this area so wonderful poses unique and complex policing challenges which requires visible, inspirational and dynamic leadership.

The Dyfed-Powys Police Service is an integral part of the communities we police, and this unique relationship is of paramount importance. The public must remain at the heart of everything we do and every decision made. I am seeking a Chief Constable who is a committed, experienced and authentic leader, who will visibly engage with their workforce, partners and local communities and motivate others.

Your experience in law enforcement, coupled with your strategic thinking and innovative approach will be invaluable in delivering my Police and Crime Plan and driving our mission forward. As Chief Constable, you will be responsible for overseeing all operational aspects of the service. You will deliver creative policing approaches which are sensitive to our communities and which recognise the cultural and linguistic differences of the area. You will foster a culture of excellence and accountability. Your leadership will be crucial in addressing the diverse challenges we face, from tackling crime and anti-social behaviour, to improving visible policing in local communities and enhancing trust and confidence in policing services.

As the Chief Constable you must identify and recognise the principal purpose of policing; which is all about service. This means service to all - inside and outside of the organisation. It is essential that you are visible and accessible within the role. You will be an ambassador for policing in Wales, with the ability to develop and strengthen new and existing partnerships. You will need to demonstrate how your skills and abilities meet the requirements of the role and can make a real difference to policing and the public of mid and west Wales.

If you are passionate about making a difference and have the skills and experience to lead our police service, I encourage you to apply for this rewarding and impactful role.



Dafydd Llywelyn
Police and Crime Commissioner

MESSAGE FROM THE POLICE AND CRIME COMMISSIONER

"The public must remain at the heart of everything we do and every decision made"



OVERVIEW OF DYFED-POWYS POLICE

- Largest Force area in Wales
- Over 1million hectares of agricultural land
- 350miles of coastline



Dyfed-Powys Police serves the communities of **Carmarthenshire, Ceredigion, Pembrokeshire and Powys**. Spanning 4,188 square miles, Dyfed-Powys is the largest geographical force area in England and Wales. With 13,842 miles of roads, two large ports, 350 miles of coastline and vast areas of countryside, the geography presents us with significant demand and resourcing challenges.

The resident population of **518,062** is spread across extensive rural areas, holiday and market towns and more heavily populated areas. The draw of tourism presents unique demands with large numbers of tourists visiting key towns. This presents its own implications for crime, anti-social behaviour and roads policing.

As the largest force in Wales, Dyfed-Powys works in partnership with four local authorities and has coterminous local basic command units. Beyond the four counties, we also collaborate on a tri-force and All-Wales basis regarding policing responsibilities such as Armed Response and Serious and Organised Crime.

Neighbourhood Policing remains at the very centre of operational delivery and a new "Neighbourhood Policing and Prevention Plan" has been developed by the Service.

Neighbourhood Policing Prevention Teams strive to understand and meet the concerns of our communities, working tirelessly to increase public confidence. They will continue to develop and build relationships to support communities, enabling a community-led policing approach.

By working closely with our communities, partners and third sector organisations they integrate community engagement into the neighbourhood policing and prevention operating model. They ensure a collective focus on problem solving, prevention and early intervention to bring legitimacy and improved confidence to the communities of the Dyfed-Powys Police area.

The neighbourhood teams encourage interaction with individuals and communities through regular visibility and engagement opportunities. This helps them to identify and prioritise the issues that need tackling most in local areas.

OVERVIEW OF DYFED-POWYS POLICE

- 101 Crimes recorded daily
- 162 999 calls & 464 101 calls daily



To meet the priorities of the Commissioner's new Police and Crime Plan, the Chief Constable, after consultation with all senior managers, sets out several complementary priorities. Dyfed-Powys Police continues to further develop its detailed delivery plans, as summarised below.

PCC PRIORITIES

Supporting victims and preventing victimisation.

Supporting safe communities by preventing harm

Supporting a more effective Justice System

This work measures the progress and improvements being delivered across the Dyfed-Powys Police area.

There is a continued focus and scrutiny of police performance by the His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), the Home Office, the Police and Crime Commissioner and Chief Officers.

DPP PRIORITIES

Working towards the elimination of domestic abuse, stalking and harassment.

Making Heddlu Dyfed-Powys Police hostile to those that deal drugs.

A compassionate response to victims of rape and serious sexual assault and the relentless pursuit of offenders.

Scrutiny of performance at a force level and the introduction of 'Operational Performance Dashboards' provides officers, supervisors and managers with accurate, reliable and meaningful data. These not only assist and support officers, but also supports officers, but also shows how local performance contributes and impacts on achieving Force Wide priorities and objectives.

HMICFRS



HMICFRS issued their latest latest Police Effectiveness, Efficiency and Legitimacy (PEEL) assessment of Dyfed-Powys Police in November 2023. Although several positive aspects were recognised, there were a number of areas where improvements were required. Significant work has been ongoing to address these areas, with associated planned investment to bolster service delivery in advance of the next HMICFRS PEEL inspection programme for 2025-27.

HMICFRS Assessment 2023-25

HMICFRS CORE QUESTION	GRADING
Police powers and treating the public fairly and respectfully	Adequate
Preventing and deterring crime and antisocial behaviour, and reducing vulnerability	Adequate
Responding to the public	Adequate
Investigating crime	Adequate
Protecting vulnerable people	Requires improvement
Managing offenders and suspects	Adequate
Building, supporting and protecting the workforce	Requires improvement
Leadership and force management	Adequate

This presents a real opportunity for the next Chief Constable to strive for outstanding service delivery.

Dyfed-Powys Police's net revenue budget in 2025/26 is £153.303m. The budget supports the delivery of the PCC's Police and Crime Plan that focuses on

- Supporting victims and preventing victimisation
- Supporting safe communities by preventing harm
- Supporting a more effective Justice System

The key challenge over this period will be to deliver the savings necessary to ensure a balanced budget, without impacting on the efficiency and effectiveness of the Service. This must be done whilst maintaining the police officer numbers and implementing the Government's Neighbourhood Policing Guarantee.

Helpful links:

- [Strategic Performance Board](#)
- [Precept and Medium Term Financial Plan 2025-26](#)
- [Precept Notice for 2025/2026](#)
- [Police and Crime Plan 2025-29](#)

KEY FACTS

Population

518,062

Tourism

**Up to 8million visitors
a year**

Area

4,188 square miles

Annual Crimes

**36,875 recorded
crimes (23/24)**

Number of Police Officers

1,299 (23/24)

Number of Police Staff

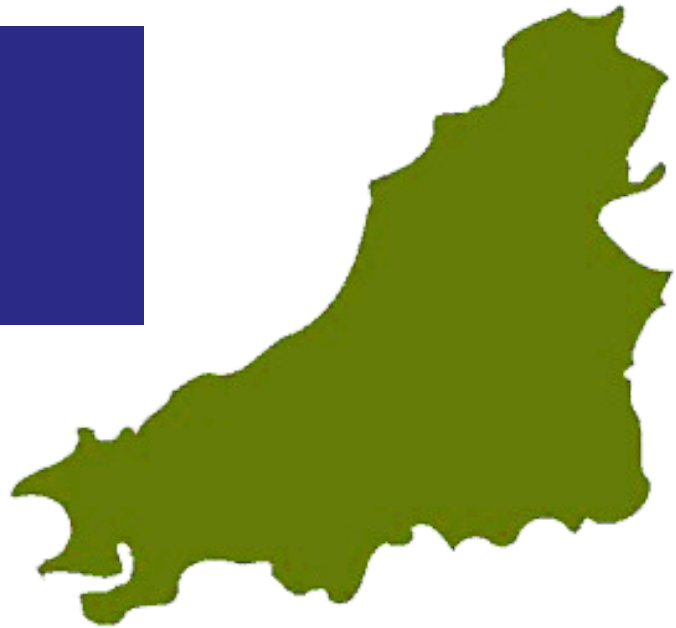
964 (23/24)

Number of PCSOs

132 (23/24)

Number of County Councils

4



**In Dyfed-Powys Police's PEEL
inspection 2023-25, HMICFRS found
the Force's:**

- effectiveness at reducing crime and keeping people safe is good;
- efficiency and sustainability requires improvement; and
- Legitimacy (treatment of the public and its workforce) requires improvement.

**Dyfed-Powys Police's
PEEL Assessment**



OVERVIEW OF THE ROLE



The Police and Crime Commissioner is inviting applications from exceptional candidates with an authentic leadership style, demonstrating the highest level of integrity and innovative strategic thinking. Dyfed-Powys Police's Chief Constable needs to be a dynamic individual with the commitment to manage, motivate and innovate in equal measure.

Role Purpose

As Chief Constable, you will have responsibility for the direction and control of Dyfed-Powys Police Force in accordance with the Police Act 1996. You will provide the communities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys with an effective and efficient police service.

The Chief Constable has overall responsibility for leading the Force, creating a vision and setting direction and culture that builds public and organisational confidence and trust, and enables the delivery of a professional, effective and efficient policing service.

The Chief Constable holds direct accountability for the operational delivery of policing services and the effective command and leadership of the policing response to crime and major and critical incidents.

The Chief Constable will be an ambassador for policing in Wales, with the ability to develop and strengthen new and existing partnerships. The post holder will visibly engage with the workforce, partners and local communities to ensure the Force is fit for purpose and delivers tangible results..

The Chief Constable is responsible for contributing to regional and national policing and may be accountable for national operations or standard setting.

As a Corporation Sole, the Chief Constable is responsible for fulfilling all statutory and legal obligations of the office of Chief Constable and complying with any Schemes of Governance or Consent, which determine force governance arrangements.

OVERVIEW OF THE ROLE (CONT.)



Primary Accountabilities

- Set and ensure the implementation of organisational and operational strategy for policing in Dyfed-Powys, having due regard to the Police and Crime Plan and Strategic Policing Requirement and any wider plans and objectives, to provide an effective and efficient policing service that meets current and future policing demands.
- Develop a mutually productive strategic relationship with the Police and Crime Commissioner in line with the requirements of the Policing Protocol, whilst fulfilling all statutory and legal obligations as Corporation Sole.
- Provide dynamic and high-profile leadership to the Force, communicating a clear direction, promoting values, ethics and high standards of professional conduct and harnessing the full potential of staff towards the aims of the Force by creating an environment in which people are motivated and inspired to give their best.
- Lead, inspire and engage the Chief Officer Team; setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force goals and Police and Crime Plan.
- Develop and maintain governance arrangements and processes within the Force to ensure effective decision making and appropriate action at all levels/tiers of the organisation.
- Hold accountability for Force financial management and determine functional budgets within the agreed framework as issued by the Police and Crime Commissioner to ensure the effective use of public spending and maximise value for money.
- Ensure the achievement of high performance by the organisation, delivering excellent support for victims, being tenacious in bringing offenders to justice and securing high levels of public satisfaction and confidence.
- Fulfil the authorising responsibilities of a Chief Constable e.g. authorisation of intrusive surveillance and maintain operational oversight, holding accountability for effective, compliant policing responses in order to protect the public and further develop the Force's operational strategies.

OVERVIEW OF THE ROLE (CONT.)



Primary Accountabilities

- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the Force objectives.
- Build relationships with partners in Wales, including Welsh Government, to understand the broader operating context of the police service and to influence social policy and related fields.
- Maintain operational oversight of the policing response to critical incidents through an understanding of the strategic issues that surround operational policing.
- Have regard to the Strategic Policing Requirement when exercising and planning policing functions in respect of the Force's national and international policing responsibilities.
- Represent the organisation at a local, regional and national level, to promote visibility, connect with the public and build confidence in policing.
- Create and drive a culture of development, change and innovation and problem solving to ensure enhanced productivity, value for money and continuous improvement in evidence based policing.
- Play an active role in national decision making on the development of the Police Service to enable the effective co-ordination of operations, reform and improvements in policing and the provision of value for money.



PERSON SPECIFICATION



Experience:

The successful candidate must be able to demonstrate:

- That they have qualified as eligible for a chief police officer appointment by virtue of successfully completing the senior police national assessment centre (senior PNAC) and the strategic command course (SCC) will be eligible for substantive appointment to a chief police officer role.
- That they have successfully completed the Executive Leaders Programme (ELP)– stage 5 as part of cohorts 1 and 2 will be eligible for substantive appointment to a chief police officer role. Police officers who have demonstrated the baseline standard at the ELP – stage 5 development centre and successfully completed cohorts 3 and 4 of the ELP will also be eligible for substantive appointment to a chief police officer role.
- That they are/have been, a substantive Deputy Chief Constable or an exceptional Assistant Chief Constable or equivalent.
- A commitment to community and customer focus at a senior leadership level;
- Wide ranging operational experience;
- Authorising Officer Training;
- Drive and ambition, with the ability to deliver high standards;
- Strong internal and external leadership, in particular effective communication and successful engagement with multi-agency partnerships in the public, private and voluntary sectors;
- Experience of implementing successful organisational development, change and innovation;
- Experience of implementing an effective performance management framework;
- Evidence of continuing professional and personal development, with up to date operational police knowledge;
- Experience of accountability for management of significant budgets;
- Effective working with a Police and Crime Commissioner.



PERSON SPECIFICATION (CONT.)



Experience:

It would be desirable for the successful candidate to demonstrate:

- An understanding and appreciation of the particular needs of rural policing.
- A commitment to embed themselves within the communities of Dyfed-Powys area, and as such, it is expected that they will reside within the Force area for the best part of their tenure.
- An understanding the Welsh context, including language and culture.
- A willingness to learn basic Welsh, as a minimum, in order to connect with local communities. The Commissioner will encourage this and ensure that appropriate Welsh language support and training is made available.





VALUES

COMPETENCIES AND VALUES FRAMEWORK (CVF)

The Police and Crime Commissioner for Dyfed-Powys expects the successful candidate to embody and act in line with the policing principles and standards set out in the College of Policing Code of Ethics as well as the values of Courage, Respect and Empathy and Public Service as described in the Competency and Values Framework (CVF) for Policing. As Chief Constable, the successful candidate will be expected to demonstrate the competencies and values detailed at the 'Executive' level of the CVF for Policing.

Courage

- This means making, communicating and being accountable for decisions, and standing against anything that could bring our profession into disrepute.
- When we are motivated by courage, we actively uphold the ethical standards of the police service so that we do the right thing even when the circumstances are difficult. We set good examples, challenge unprofessional behaviour and all forms of prejudice and discriminatory behaviour, and any activity which undermines the impartiality of policing.
- We build and maintain the confidence of the public, our colleagues and partners through the way we conduct ourselves. We maintain professional boundaries with those we serve and work with to help protect ourselves and those around us. .
- We are open about what we have done and why and keep our promises so we can be relied on when needed. We support an environment where ethical issues or unprofessional actions can be raised, questioned, challenged, reported and addressed.
- We are honest and open in our interactions and decision making. We have the courage to respond to criticism with professionalism.





VALUES (CONT.)

Respect and Empathy

- This means encouraging, listening to and understanding the views of others, and seeking to recognise and respond to the physical, mental and emotional challenges that we and other people may face.
- When we are motivated by respect and empathy, we ensure people feel valued and listened to. We treat them with patience and courtesy where possible, recognising that sometimes we may need to prioritise safety and security. We give them opportunities to share their views and take these views into account. We seek to understand other people's perspectives and recognise they can differ from our own.
- We engage with people who have a wide range of experiences and needs and provide a service that takes into account each individual's unique circumstances. We ensure everyone, regardless of background or circumstance, is treated equally and fairly, recognising the need to tailor our responses to individual needs to ensure we are being fair and respectful.
- We understand and recognise that people may respond differently to the same situation. .

We are careful to recognise and manage our biases, so they do not stop us from engaging with people with different needs and experiences equally and fairly.

Public Service

- When we are motivated by public service, we respect the authority and influence afforded to us by our role in society and the responsibility we have in using our policing powers. We apply those powers lawfully, proportionately and when necessary.
- As we strive to help deliver good outcomes for the public we serve, we seek to find opportunities to learn and improve ourselves as professionals. We reflect on our actions and decisions to see what could be changed to improve the service we offer the public.
- We have a responsibility to ensure that we act in the best interest of society as a whole. Improving the safety and wellbeing of the public underpins all that we do. We respond to different communities, taking into account their history and experiences including trauma and adversity.



We are Emotionally Aware

- I recognise my own emotions and the way they might impact on others and regulate this to provide and role model consistent leadership.
- I seek to understand influences on organisational culture, and work to improve it where appropriate by role-modelling policing values.
- I champion behaviours and ways of working that promote wellbeing throughout my organisation.
- I understand how my style of leadership affects other people and use this insight to promote organisational effectiveness, inclusivity and ethical behaviour.
- I create a supportive and compassionate organisational culture that recognises and values all people.

COMPETENCE AND VALUES FRAMEWORK

There are 6 competencies in the CVF:

We take Ownership

- I promote a culture of personal accountability in teams so that people strive for high standards of sustainable and ethical performance.
- I put in place measures that will allow others to take responsibility effectively and support them to improve their performance.
- I take an organisation-wide view, acknowledging where improvements can be made and take responsibility for making these happen.
- I promote a culture that responds to mistakes with learning rather than with blame.





We are Collaborative

- It is critical for us to build and retain trust and confidence with communities and partners. A key part of achieving this is through the way in which we work with others.
- I build strong partnerships by finding common ground with others, acknowledging their different priorities and negotiating effectively with them.
- I am politically astute and understand how national policy and politics affects our partners. This allows me to work effectively within decision-making structures.
- I use my knowledge of our partners' and stakeholders' interests and concerns to anticipate conflict before it happens.
- I support stakeholder relationships to enable things to get done by the most appropriate partners.
- I create a culture and environment in which partnership working flourishes and creates tangible benefits for all..

COMPETENCIES (CONT.)

We Support and Inspire

- I communicate clear goals that give a compelling direction to people from a range of different backgrounds, to inspire them to work towards those goals.
- I anticipate issues that will hinder delivery and remove barriers to getting things done.
- I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment.
- I communicate how the overall vision links to specific plans and objectives, making it relevant to the work people are doing to provide the best possible service.
- I monitor changes in the external environment, taking action to influence where possible to adapt and ensure organisational goals are met.





COMPETENCIES (CONT.)

We Analyse Critically

- I create a work environment that values the effective use of high-quality analysis and decision-making.
- I identify root causes, even in ambiguous or unclear situations, and ensure my organisation goes beyond treating only the symptoms.
- I use my knowledge of the strategic context, external environment and long-term trends to inform effective decision making.
- I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and earn support.

We are Innovative and Open-Minded

- I implement, test, and communicate new ways of working that can radically change our organisational cultures, attitudes and performance.
- I create a work environment where innovative learning and recognising and promoting innovative activities is embedded and valued.
- I lead, implement and evaluate new, complex, and creative initiatives from inception to impact.
- I develop and support initiatives that involve multiple stakeholders, create significant improvements and drive innovation outside of my immediate sphere.
- I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.



TERMS AND CONDITIONS OF APPOINTMENT



Working location

The majority of work will be carried out from Dyfed-Powys Police Headquarters based at Llangunnor, Carmarthen. However, the nature of the work requires significant amounts of travel throughout the Force area and nationally.

To ensure operational and on-call availability, the post holder will be expected to take up residence in the force area within 6 months of appointment. It is however recognised that this need not necessarily be the permanent family home.

Working hours

Working hours will not be less than 40 hours per week and such as are needed to fulfil the requirements of the post, subject to the requirements of the Working Time Directive. The post holder will have responsibility for representing the Service and as such will be required to be contactable 24 hours per day when they are the designated Chief Police Officer as a point of contact. They must ensure that the role of designated Chief Officer (point of contact) is shared equitably among the Chief Officer Team.

The role will require attendance at major incidents or other operational events at short notice. Evening and weekend working will also be required including attending meetings and events during these times.

Salary

The Chief Constable salary as of 1st June 2025 for Dyfed-Powys Police will be £181,575.

The post holder will be paid on a monthly basis.

Term of service

The position is offered for a period up to 5 years, subject to agreement between the Police and Crime Commissioner and the Chief Constable.

Please be aware there is now a requirement that Chief Constables upon retirement must notify the Police and Crime Commissioner of any alternative appointments (whether paid, self-employed or unpaid) for the period of 12 months following the date of leaving the Police Service.

TERMS AND CONDITIONS OF APPOINTMENT (CONT.)



Whole time service

The successful candidate will be required to devote their whole time service to fulfilling the duties of the office of Chief Constable and shall not take up any other additional appointment or undertake a business interest without the prior written consent of the Police and Crime Commissioner.

Annual leave

The post holder is entitled to leave in accordance with Police Regulations. Annual leave commitments must be communicated to the Office of the Police and Crime Commissioner.

Benefits and allowances

The following allowances will apply:

- Any protected housing / rent entitlement
- A Chief Officer Car Scheme is available, subject to taxation. If post holders do not wish to participate in this Scheme, appropriate mileage rates will be paid in accordance with Police Regulations.
- The Commissioner will reimburse on an annual basis the cost of comprehensive private health screening. Chief Officers may also participate in a negotiated private health insurance facilitated by the Commissioner, subject to the individual officer meeting all of the costs. Family members may be added to this scheme at the expense of the individual Chief Officer.
- All IT requirements as necessary e.g. mobile phone, mobile devices, laptop etc. (private phone calls must be paid for).
- Corporate Credit Card and Force Fuel Card (all personal expenditure and mileage, including home to work travel, must be repaid).
- Payment of the public liability insurance element of the Chief Police Officers Staff Association subscription.

Relocation

The Office of the Police and Crime Commissioner (OPCC) will comply with Regulation 35 of the Police Regulations 2003 as amended by the Secretary of State in respect of relocation expenses. Candidates need to be aware that His Majesty's Revenue and Customs (HMRC) treat such payments as a taxable benefit, which will be the responsibility of the individual officer.

Termination of appointment

The appointment may be terminated by six months' notice on either side, save where the appointee intends to retire, when the statutory notice of retirement may be given.

RECRUITMENT PROCESS



Other conditions

This post will be offered in accordance with the Police Regulations and any other Laws, Regulations or requirements in force. The Police and Crime Commissioner for Dyfed-Powys is an equal opportunities employer and welcomes applications from candidates regardless of ethnic origin, religious belief, gender, sexual orientation, and disability.

Timetable

Advertisement – 24th July 2025

Closing date for applications – 5pm 29th August 2025

Shortlisting of Candidates – 8th September 2025

Familiarisation opportunities – From 9th September 2025

Internal and External Panel sessions – 22nd & 23rd September 2025

Appointment Panel Presentation / Interview – 22nd & 23rd September 2025

Police and Crime Panel Confirmation Hearing – 7th October 2025

How to Apply

Please ensure you complete the following by 5pm 29th August 2025:

- 1. The Application Form addressing the questions asked to demonstrate your suitability.**
- 2. Equal Opportunities Monitoring Form**

When completing your application form, you should give due consideration to the guidance notes detailed within the application form.

It is imperative that you are open and honest with your answers. Evidence needs to be specific and focused on your personal involvement, experience and actions. The evidence you present must be from the last three years.

Candidates who are successful at the application stage will be provided with further information regarding the format and composition of the interview process. **Shortlisted candidates will be notified no later than 5pm, on Monday 8th September 2025.** Following shortlisting, arrangements will be made for familiarisation activity to assist with your interview preparations.

For further information about this post please contact:

Carys Morgans

Telephone: 01267 226440

Email: carys.morgans@dyfed-powys.pnn.police.uk

RECRUITMENT PROCESS (CONT.)



Recruitment process

Applications must be submitted electronically using the application form provided to carys.morgans@dyfed-powys.police.uk.

Please do not submit your Curriculum Vitae as this will not be considered. This is to enable us to consider all applications on an equal basis.

No applications will be accepted after 5pm on 29th August 2025.

Applicants must also disclose any outstanding criminal convictions, investigations or disciplinary proceedings being carried out in relation to their conduct. In addition, applicants are required to disclose previous disciplinary offences that have not been expunged.

Equality and diversity

A fundamental requirement is that the appointments process promotes, demonstrates and upholds equality of opportunity and treatment to all applicants. We are committed to appointing on merit, in a way that is fair and open.

Membership of the Selection Panel for appointment

The Selection Panel for this appointment will be chaired by the Police and Crime Commissioner and will include Mike Connolly - Welsh Government, Wendy Walters - Chief Executive of Carmarthenshire County Council, Iwan Thomas - Chief Executive of Planed and independent member, Naomi Alleyne. The Panel will also be supported by College of Policing Chief Executive Sir Andy Marsh as the Policing Advisor.

How your application for the post of Chief Constable will be handled following receipt

All application forms be assessed by the Selection Panel on the evidence provided to assess if you have the necessary skills, knowledge and experience required for the position. The Selection Panel will determine whether you will progress to the next interview and assessment stage.

All applicants who are not selected for the next stage of assessment will be advised of the outcome of their applications in writing and feedback can be requested.

RECRUITMENT PROCESS (CONT.)



Reimbursement of expenses

You can claim for reasonable expenses incurred in attending for interview. It is expected that the most efficient and economic means of travel will be used and reimbursement will normally be restricted to that amount. When an overnight stay is necessary, this can be arranged by the OPCC and the details will be included in the invitation to interview.

What will happen at the interview?

Further details will be provided to candidates who are shortlisted by the Selection Panel.

What will happen following the interview?

Appointment will be subject to successful completion of a medical assessment.

You will be subject to security clearance, Management Vetting (MV) level NPPF and also Developed Vetting (UKSV), which must remain valid during the duration of appointment.

The Police & Crime Commissioner will make an appointment subject to a confirmation hearing convened by the Police & Crime Panel, at which the preferred candidate will be expected to attend.

