



**DORSET
POLICE**

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Deputy Chief Constable Selection Process Brochure

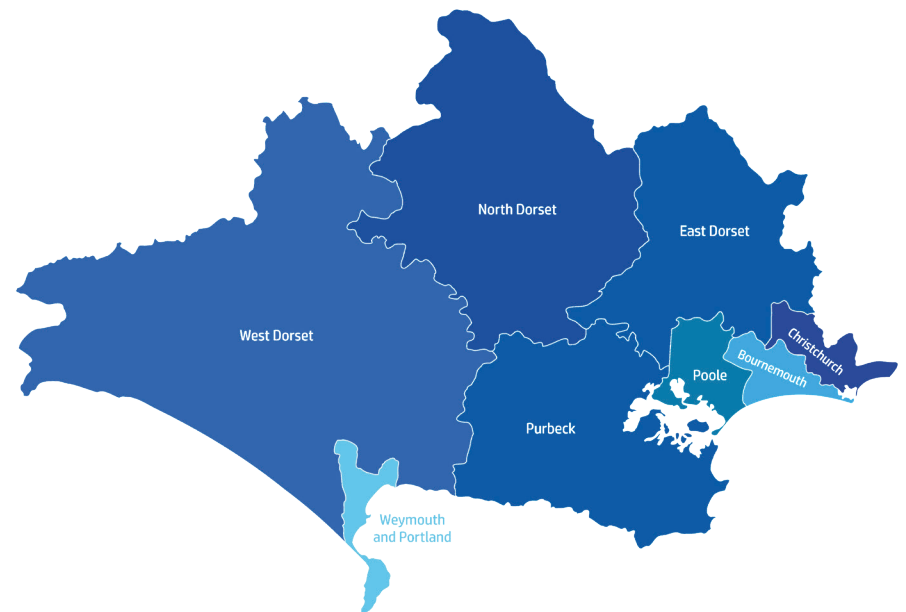
Promotion and Lateral Transfer Opportunity





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Introduction

Firstly, we would like to take this opportunity to thank you for showing an interest in becoming the Deputy Chief Constable of Dorset Police.

In applying to become a member of the Chief Officer Team, you will be part of a collaborative, forward thinking and progressive organisation that has a real family feel. As the Deputy Chief Constable, your role will be critical in delivering the strategic vision as we strive to make Dorset a safe county for everyone.

Dorset is a beautiful county to live, work and visit and we have great officers, staff and volunteers who are passionate about delivering a high-quality service to their communities each and every day.

The Force has a rich history of delivering excellent policing to its communities and you will become part of leading ambitious plans for the future. We need confident, experienced and committed Executive leaders to ensure we are delivering our Police and Crime Plan alongside our vision, purpose and priorities that puts us at the forefront of modern policing.

Dorset Police is a county force, so as the Deputy Chief Constable you will influence and direct strategic change and drive performance, whilst staying close to your people, communities and operational delivery.

Demonstrating your strong values for compassionate and fair leadership, a focus on standards and culture, along with your experience as a police leader will be essential.

We have a continuous improvement ethos and seek new and improved ways of delivering policing and as the Deputy Chief Constable you will be expected to lead across the whole range of policing, including performance and business delivery, transformation and innovation, management of risk and finance, as well as strategic partnerships and collaborations on a local, regional and national level. Having broad skills and experience, including political and financial acumen will allow you to bring the very best out of our people.

We wish you the best of luck in your application.

Dorset Police Chief Officer Team



About Dorset Police

Dorset Police covers approximately 1,024 square miles of land and a similar body of water off the coastline. Despite being classed as 93.7 per cent rural, the county includes an airport as well as seaports that serve internal and international freight and passenger travel.

Annually we provide a policing coverage for around 800,000 residents, which increases during term time with students from the universities and colleges. A further 11 million people visit Dorset each year for short breaks or holidays.

There's a lot of history to Dorset and we are no different. We were formed in 1855 and on 1 October 1967 merged with Bournemouth Police to form Dorset and Bournemouth Constabulary. On 1 April 1974 we took over some areas, mainly Christchurch and its surrounding areas, from Hampshire Constabulary and acquired our present name.

We are one of the highest performing police services in the United Kingdom, and as a member of Dorset Police you will feel a strong sense of pride in working to protect the communities we serve. Our staff are our most valuable asset and we currently employ over 2,800 people. Our 58 special constables are fully warranted and professionally trained volunteers, who found the time to give 14,383 hours to the end of March 2026, and our fantastic volunteers, including cadet leaders, gave 8,967 hours up to the end of March 2026 in a variety of roles.

Our police family is made up of:

- **1,476 police officers**
- **1,355 police staff**
- **45 Police Community Support Officers (PCSOs)**
- **58 special constables**
- **128 volunteers, (excluding Community Speed Watch volunteers)**
- **1,292 Community Speed Watch volunteers**

Moving to Dorset

There are many things to consider when you're deciding to commit to a transfer and of course the most important is your family. Here are some useful links to help plan your move.

Jobs

Dorset Council

<https://jobs.dorsetcouncil.gov.uk>

Active Dorset

<https://www.activedorset.org/jobs>

Our recruitment website

<https://www.dorset.police.uk/police-forces/dorset-police/areas/careers/careers/>

Dorset Job Centre

<https://www.jobcentrejobs.co.uk/location/dorset/>

Education

Schools in Dorset

<https://www.gov.uk/school-performance-tables?ga=2.235463873.1705654544.1668421003-522322886.1668421003>



Dorset Police & Crime Plan 2021/29

MAKE EVERY PENNY COUNT
 Raising awareness around issues of police funding, especially around the national funding formula. To maximise efficiency and efficacy in policing, to ensure that the robust oversight of financial, audit and governance arrangements continue.

PUT VICTIMS & COMMUNITIES FIRST
 To have an embedded 'victim first' philosophy and approach to ensure the best possible outcome for those who need help and support.
 To work with vulnerable individuals and communities to tackle issues such as fraud, addiction, gambling and homelessness.
 To provide more support for young people, and build on programmes and initiatives that address prevention, intervention and diversion.

FIGHT RURAL CRIME
 To maintain the Rural Crime Team and ensure that they continue to work ever-more closely with the rural communities they serve.
 To tackle issues that blight our countryside, like fly-tipping, wildlife crime and heritage crime as well as build on the successes of the Country Watch scheme, designed to bring rural communities together.



CUT CRIME & ANTI-SOCIAL BEHAVIOUR
 The police will provide a robust focus to cut crime and anti-social behaviour, so people across Dorset see a clear difference and feel safer. To tackle the issues that affect the people and communities of Dorset, burglary and acquisitive crime, business crime and shoplifting in order to make our communities 'feel' safer.

MAKE POLICING MORE VISIBLE & CONNECTED
 To ensure that there are greater levels of police visibility and connectivity across the county. To build upon the work of the Neighbourhood Policing Teams and ensure that the people and communities of Dorset 'know their police'.
 To maximise the use of technology to ensure officers' time is spent as productively and efficiently as possible and that people receive a good service from the police.

FIGHT VIOLENT CRIME & HIGH HARM
 To tackle Violence Against Women and Girls from a multi-agency, partnership perspective.
 To continue the tough approach on drugs and violent crime, to drive out organised crime groups and to hit hard those involved in county-lines and drug related criminality.



MAKE **DORSET** THE SAFEST COUNTY



The Role of Deputy Chief Constable

Role purpose

The deputy chief constable supports the chief constable to lead the force. They assist in creating a vision, direction and culture for the force that builds public and organisational confidence and trust and enables the delivery of an effective policing service. They hold direct independent operational accountability for the policing response to crime and major and critical incidents and its effective command and leadership.

The deputy chief constable is responsible for the implementation and delivery of the force's delivery plan and the day to day running of the force in line with the agreed direction and vision, to provide a professional, effective and efficient policing service. The deputy chief constable contributes to the development of regional and national policing within a specific area of expertise and may be accountable for national operations or standard setting.



Key accountabilities

- Fulfilling the authorising responsibilities of a deputy chief constable, holding responsibility for compliance to protect the public and ensure effective policing responses.
- Developing guidance and providing strategic direction on identifying and managing threat, risk and harm within the policing area and in the force's policing responses in order to protect the public and develop operational strategies.
- Leading and commanding the operational policing responses on occasion, in the most high-risk and high-profile instances in order to protect the public and ensure an appropriate and effective response.
- Representing the force at a local, regional and national level to the public, media and other external stakeholders to support the chief constable to improve visibility, connect with the public and build confidence in policing.
- Developing and maintaining strategic partnerships and relationships with local and regional partners, enabling alignment on how best to collaborate and work together and deliver on shared outcomes..
- Supporting and maintaining an effective strategic relationship with the police and crime commissioner (PCC) and the Office of the PCC, maintaining the chief constables' operational independence.
- Supporting the chief constable to create and embed an organisational climate that is inclusive, builds confidence in doing the right thing, promotes ethical behaviour, and maximises the value brought by different perspectives and experiences by role modelling the right behaviours, remaining impartial and ensuring the right systems and processes are in place so that the force is designed and operates in line with its values and ethics to enable successful policing.
- Supporting the chief constable to lead, inspire and engage the force, helping communicate a clear direction, and setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful continuing professional development, regular review conversations and performance management to create empowered teams that effectively deliver the force vision and goals.
- Supporting the financial management of the force, driving efficiency and productivity within the budget framework to maximise the use of resources, ensure the effective use of public spending and maximise value for money.
- Leading the implementation of the force delivery plan, ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of force objectives.
- Contributing to organisational and operational strategy development for the force, with regard to wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement to provide an effective and efficient policing service that meets current and future policing demands.
- Embedding a culture of organisational development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in evidence-based policing.
- Developing and maintaining a meaningful operational performance framework and governance structure, in line with force strategy to hold the senior leadership of the organisation to account for operational delivery and outcomes to enable effective law enforcement and public protection.
- Developing national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice.
- Discharging the powers and duties of the chief constable as required in their absence.
- Enabling an environment that nurtures open communication, growth and accountability. Adopting a people-centred approach to enabling professional development, promoting a culture of care and continuing development, where contributions are recognised, and the organisation demonstrates connection with its people leading to individual and organisational success.

Behaviours

All roles are expected to know, understand and act within the ethics and values of the police service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

Resolute, compassionate and committed	
We are emotionally aware	Level 3
We take ownership	Level 3
Inclusive, enabling and visionary leadership	
We are collaborative	Level 3
We deliver, support and inspire	Level 3
Intelligent, creative and informed policing	
We analyse critically	Level 3
We are innovative and open-minded	Level 3

Terms of Appointment

You will be appointed to the role of Deputy Chief Constable on a fixed term basis in line with police regulations.

Place of Work

Dorset Police Headquarters is based at Winfrith, Dorchester. Your role will require you to regularly attend additional locations, as well as headquarters. Dorset Police is a flexible employer and offers ability to work from various locations, including home, when commitments allow. Working hours are as needed to fulfil the requirements of the role, including operational callouts.

Salary

The salary for the post of DCC is currently £149,799 and is in accordance with the Police Negotiating agreement on pay and conditions of chief police officers. A car package is also provided with this role.



The process

Applications will be invited from internal and external candidates who have the required experience and share the force values.

Monday 1 June	Process launch date
Monday 22 June	Closing date for applications
Tuesday 23 June & Wednesday 24 June	Review of applications and candidates to be invited to assessment
Friday 3 July & Monday 6 July	Assessment window
TBC	Successful candidate starts in post

Application process

Officers should complete an application form detailing their career history, associated qualifications and evidence how they demonstrate the key requirements of the role.

Shortlisting

Applications will be assessed and those who are successful will be invited to an assessment day.

Interview/presentation

The assessment process will take place on Friday 3 July and Monday 6 July 2026 and will be held at Dorset Police Headquarters, Winfrith, Dorchester. The assessment will consist of a presentation, interview panel and stakeholder panel. The presentation topic will be provided to you as part of the invite to an assessment day, and you will be expected to prepare your presentation in advance.

Reasonable adjustments can be requested, and requests should be submitted as part of your application.

Contact details

If you would like to discuss this opportunity in any further detail, please do not hesitate to contact Staff Officer Inspector Flick Dalladay via flick.dalladay@dorset.pnn.police.uk, who will arrange a mutually agreeable date for a discussion with DCC Rachel Farrell.

Should you have questions regarding the application or assessment process please do not hesitate to contact the Resourcing Team via email to alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk



Briefing documents

Dorset Police has prepared several documents to help applicants understand the current position of the Force.

About the Force

www.dorset.police.uk/police-forces/dorset-police/areas/about-us/about-us/

Inclusion Pay Gap Report

www.dorset.police.uk/police-forces/dorset-police/areas/about-us/about-us/transparency-and-financial-information/Inclusion-pay-gap/inclusion-pay-gap-report-2025/pay-gap-report-2025/

Dorset Police & Crime Plan

dorsetpccpolice.s3.amazonaws.com/DPCC%20Police%20%20Crime%20Plan%202024%20Web.pdf

HMICFRS 2021/2022 PEEL Inspection Report

hmicfrs.justiceinspectorates.gov.uk/publications/peel-assessment-2023-25-dorset/



DORSET POLICE

OUR VISION

*A safe county
for everyone*

OUR PURPOSE

*Tough on crime
Keeping people safe
Putting victims first*

OUR PRIORITIES



Relentless pursuit of criminality



Exceptional local policing



Innovating, transforming and improving



Putting victims first



Ethical and inclusive



Enabling people to deliver excellence