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

Officers must meet the eligibility requirements detailed below:

* Proven experience in managing or supervising teams. Ideally experience in the management of teams in the voluntary sector.
* Overseas applicants must meet the immigration requirements to live and work in the UK.

This advert is split into four sections:

* Section 1: Process overview
* Section 2: How to Apply
* Section 3: Selection assessment
* Section 4: Support for candidates

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| **Section 1: Timeline and Process Overview** |

**Timeline**

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| 02nd December 2024 | Process advertised |
| 17th December 2024 | Engagement event (an opportunity to meet senior colleague within Dorset Police and understand the expectations of the Dorset Police Special Constabulary Deputy Chief Constable) |
| 5th January 2025 | Closing date for applications and reasonable adjustment requests to be returned to Alliance Resourcing |
| W/C 6th January 2025 | Shortlisting of application forms |
| 13th January 2025 | Results of shortlisting shared and successful candidates will be invited to interview |
| 20th – 23rd January 2025 | Presentation and Interview board |
| 30th January 2025 | Results |

**The Process**Candidates are required to complete a short application and provide supporting evidence against questions that are aligned to criteria set out in the candidate guidance.  
  
Applications will be shortlisted. Those successful will be invited to attend the selection assessment.   
  
The selection assessment will consist of a semi-structured interview with a presentation which will take place in person. Full details of the process will be confirmed to candidates who are successful at shortlisting.

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| **Section 2: How to apply** |

**Action required by candidate:** **Application form**: Candidates must complete an application form with supporting evidence. Please refer to the Candidate Guidance document for further information.   
  
Please click [**here**](file:///\\sa-wfr-fil01.swish.pnn.police.uk\SA-DATA\Alliance_People_Department\Resourcing%20and%20Development\5.%20Resourcing\Citizens%20in%20Policing\00%20-%20Promotion%20SC\00%20-%20Dorset\2024%20-%2025\Deputy%20Chief%20Officer\SC%20Deputy%20Chief%20Officer%20Application%20Form%20(Ext).docx) to download a copy of the application form. Your completed application should be sent to [dp-citizensinpolicingrecruitment@dorset.pnn.police.uk](mailto:dp-citizensinpolicingrecruitment@dorset.pnn.police.uk) no later than 23:59hrs Sunday 5th January 2025.

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| **Section 3: Selection assessment** |

20th – 23rd January 2025.

The promotion assessment will consist of two elements. A semi-structured interview and a presentation which will take place in person at Police Headquarters Winfrith. The interview questions will be structured and based against the CVF framework. The presentation topic will be provided to you on your interview date. Please refer to the candidate guidance document for further details.

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| **Section 4: Support for candidates** |

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| Candidate Guidance | Please read this document carefully to ensure you are fully briefed on the assessment process.   [Candidate Guidance – SC Deputy Chief Officer](https://recruitment-dcp-dp.org/media/hono2uwl/dp-sc-deputy-chief-officer-candidate-guidance-2024.docx) |
| Role Profile | [SC Deputy Chief Officer – Rank Profile](https://recruitment-dcp-dp.org/media/iwbp14po/deputy-chief-officer-special-constabulary.docx) |
| Reasonable Adjustments | Please ensure when submitting your application, you notify Resourcing of any requirements for reasonable adjustments, accompanied by supporting information i.e. dyslexia report, occupational health recommendation etc.   If you indicate that you wish to seek advice for your adjustments, a member of the Resourcing Team will book a Microsoft Teams meeting to discuss appropriate adjustments one-to-one.   Any reasonable adjustment will be confirmed to you in advance of your assessment to ensure you are sufficiently prepared. |
| Competency and Values Framework | This document provides the CVF in full.   [Competency and Values Framework](https://profdev.college.police.uk/competency-values/) |
| Engagement Event | Resourcing will be holding an online engagement event on Tuesday 17th December 2024, 19:30hrs.  To attend, please reserve your space via [Fixr](https://fixr.co/event/special-constabulary-deputy-chief-officer-dorset-p-tickets-543918038). |
| Positive Action | Applications from individuals from any under-represented group are particularly welcomed. If you would like to apply for support from Positive Action please click this [link](https://recruitment.devon-cornwall.police.uk/positive-action?_gl=1*146cuw*_ga*Nzg0MzczMzU2LjE3MTA1MTA3MjE.). |

If you require any further information regarding the process please contact the Resourcing Team via email to [dp-citizensinpolicingrecruitment@dorset.pnn.police.uk](mailto:dp-citizensinpolicingrecruitment@dorset.pnn.police.uk)