

JOB DESCRIPTION

Post: 7F ESMCP Coverage Lead

Grade:

District/Department: Seven Force Collaboration Programme team

Sector/Section:

Location: TBC with travel across the 7 forces as required

Reporting to: 7F ESMCP Programme Manager

Duration: Temporary/Secondment

Purpose of the role

Plan and lead on the ESN coverage requirements across the 7 Forces, liaising with operational leads within the forces and partner agencies in particular; Fire and Ambulance and other ESN users, managing assessment of coverage data, ensuring that any gaps and solutions are identified and holding the provider to account for coverage across the region to provide assurance to all Chief Constables and enable sign off of coverage in their Counties.

Main responsibilities (*This list is not exhaustive*)

- Lead and influence significant culture and business change as the 7F strategic advisor on ESMCP coverage alignment and standardisation, ensuring the development and delivery of Force implementation plans to effect the agreed change.
- Build and maintain effective working relationships with strategic stakeholders ensuring engagement and communication throughout the transformation change programme.
- Provide expert advice to Chief Officers on all strategic matters relating to coverage through relevant communication and management information, liaising and working with local / collaboration ICT and change teams, to ensure effective development and delivery of the programme.
- Manage the design, procurement and delivery of coverage gap fix solutions, liaise with operational leads regarding the local coverage acceptance criteria and gap fix approach, up to and including chief officer sign off at individual force level.
- Develop a Coverage Risk Management Strategy which reflects that local risk appetite may differ, which will need to be identified and aligned where possible.

- Manage the coverage data collection progress in each force to achieve sufficient data on which to base significant procurement decisions.
- Lead, co-ordinate and manage activity in relation to Coverage including the detailed surveying of operationally significant locations.
- Manage relationships with external partners and third party suppliers to ensure full benefits of such partnerships and efficiency savings are achieved.
- Represent the views of the seven forces at a national level.

Necessary experience:

- Educated to degree level or equivalent qualification or specific relevant experience.
- Project or programme management qualifications e.g. MSP or similar.
- Experience of developing and maintaining project plans.
- Ability to demonstrate an understanding of Assure Coverage Testing techniques, process and procedures around Coverage Testing, policies, legislation and procedures. Experience of working within a coverage testing environment would be advantageous.
- Experience of interrogating data and reporting on performance statistics
- Experience of managing business processes, implementing document and/or system standards and overall information management.
- Good influencing and negotiation skills with proven interpersonal skills to deal with conflicting positions.
- Experience of undertaking a variety of tasks to a fixed timescale producing relevant management information and written reports as necessary.
- Must be highly motivated, innovative and flexible with excellent time management skills. Must be capable of good communications at all levels
- Ability to work in a team
- Ability to work effectively with minimal supervision even when under pressure
- Self-motivated and well organised
- Excellent interpersonal skills

Competency and Values Framework for policing:

Values:

Impartiality - I take into account individual needs and requirements in all of my actions. I understand that treating everyone fairly does not mean everyone is treated the same. I always give people an equal opportunity to express their views. I communicate with everyone, making sure the most relevant message is provided to all. I value everyone's views and opinions by actively listening to understand their perspective. I make fair and objective decisions using the best available evidence. I enable everyone to have equal access to services and information, where appropriate.

Integrity - I always act in line with the values of the police service and the Code of Ethics for the benefit of the public. I demonstrate courage in doing the right thing, even in challenging situations. I enhance the reputation

Validated:

of my organisation and the wider police service through my actions and behaviours. I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations. I am open and responsive to challenge about my actions and words. I declare any conflicts of interest at the earliest opportunity. I am respectful of the authority and influence my position gives me. I use resources effectively and efficiently and not for personal benefit.

Public Service - I act in the interest of the public, first and foremost. I am motivated by serving the public, ensuring that I provide the best service possible at all times. I seek to understand the needs of others to act in their best interests. I adapt to address the needs and concerns of different communities. I tailor my communication to be appropriate and respectful to my audience. I take into consideration how others want to be treated when interacting with them. I treat people respectfully regardless of the circumstances. I share credit with everyone involved in delivering services.

Transparency - I ensure that my decision-making rationale is clear and considered so that it is easily understood by others. I am clear and comprehensive when communicating with others. I am open and honest about my areas for development and I strive to improve. I give an accurate representation of my actions and records. I recognise the value of feedback and act on it. I give constructive and accurate feedback. I represent the opinions of others accurately and consistently. I am consistent and truthful in my communications. I maintain confidentiality appropriately.

Behaviours:

Analyse Critically - Level 2 - I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and the best available evidence. I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in doing so. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.

Collaborative - Level 2 - I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. I understand the local partnership context, helping me to use a range of tailored steps to build support. I work with our partners to decide who is best placed to take the lead on initiatives. I try to anticipate our partners' needs and take action to address these. I do not make assumptions. I check that our partners are getting what they need from the police service. I build commitment from others (including the public) to work together to deliver agreed outcomes.

Deliver, Support and Inspire - Level 2 - I give clear direction and expectations, helping others to understand how their work operates in the wider context. I identify barriers that inhibit performance in my teams and take steps to resolve these, enabling others to perform. I lead the public and / or colleagues, where appropriate, during incidents or through the provision of advice and support. I ensure the efficient use of resources to create the most value and the right impact within my areas. I keep track of changes in the external environment, anticipating both the short and long term potential implications for the Police Service. I motivate and inspire others to achieve their best.

Emotionally Aware - Level 2 - I consider the perspectives of people from a wide range of backgrounds before taking action. I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. I take responsibility for helping to ensuring the emotional well-being of those in my teams. I take the responsibility to deal with any inappropriate behaviours.

Validated:

Innovative and Open-minded - Level 2 - I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. I am flexible in my approach, changing my plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment.

Take Ownership - Level 2 - I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.