

Chief Executive and Monitoring Officer

Candidate information pack 2021





3208 square miles



6000 miles of roads



55 miles of coastline



820,000 people



9 Local Authorities



2 Community Safety Partnerships



1 Local Criminal Justice Partnership



1 Regional Rehabilitation Partnership



3 regional policing collaborations



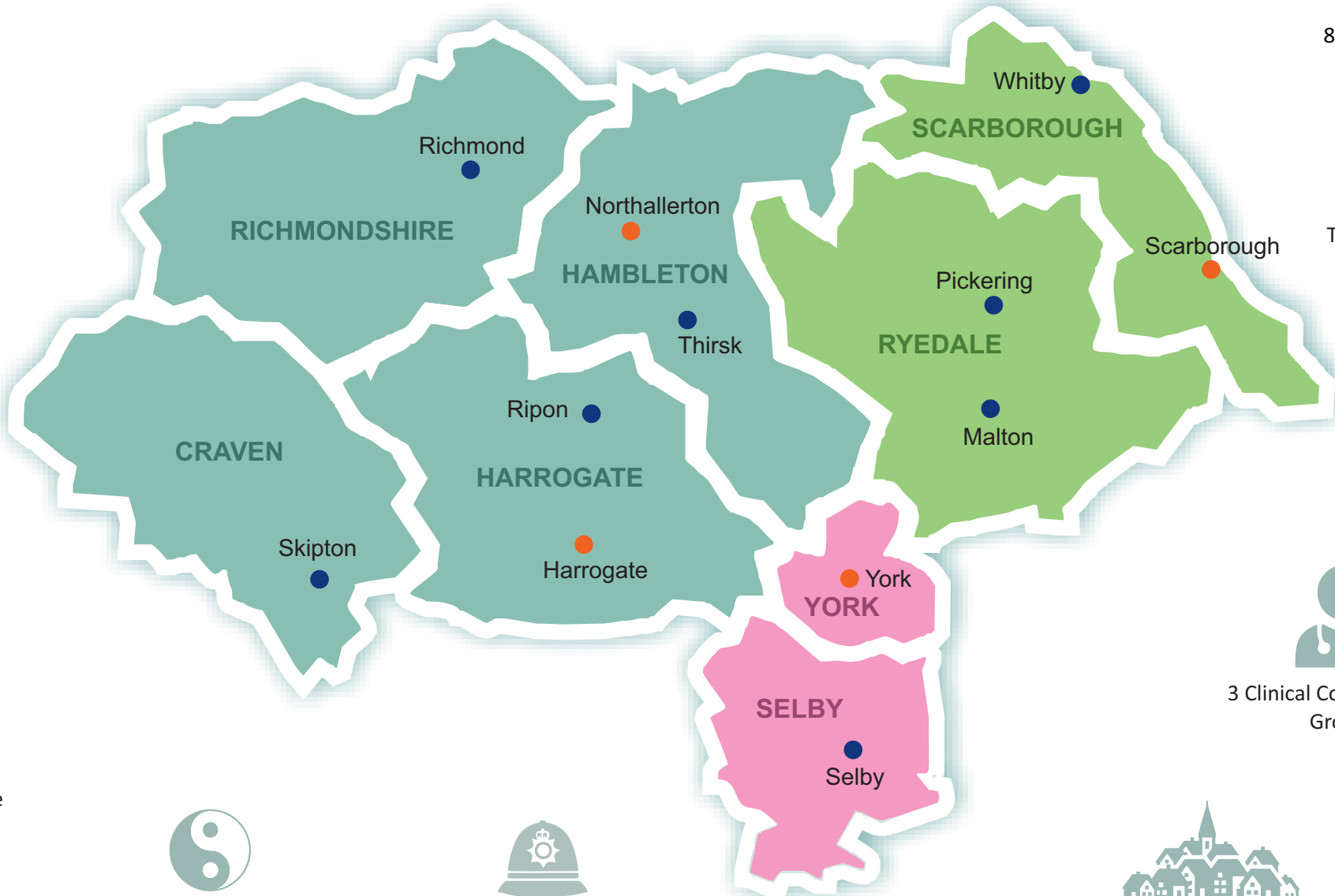
The safest place in England



3 Clinical Commissioning Groups



731 City, Town or Parish Councils





Message from the Commissioner

Dear Candidate

This is an exciting, important time to join the Office of the North Yorkshire Police, Fire and Crime Commissioner (OPFCC) as Chief Executive and Monitoring Officer, and Head of Paid Staff.

In a few months, there will be a new Commissioner with a fresh direction as they begin to deliver their manifesto commitments and draw up strategic plans for the county's policing and fire services.

However, due to COVID and the delay in last year's elections, there are now significant pieces of work that need to be delivered by the OPFCC, as well as ensuring a smooth transition to the incoming PFCC, which cannot wait.

By law, the Chief Executive is the Commissioner's principal advisor, and it will be essential for the post holder to have real understanding of the PFCC role to fulfil this core function, especially during the transition period. In addition, as Head of Paid Service, the Chief Executive Officer

has responsibility for the resourcing, staffing and leadership of the OPFCC, so will need to be an authentic leader in their own right, with substantial experience of developing high performing teams, especially during periods of change.

I am very proud of the team's work over the past 9 years, as they have delivered one of the most wide-ranging and ambitious programmes for any Commissioner. In doing so, they have made a real difference the people of our county, and I have every confidence they will do the same for my successor. It will be essential for the new Chief Executive to share the team's deep-seated commitment to public service, and to be able to work with the new Commissioner to deliver their vision.

Finally, the North Yorkshire Commissioner is one of only four in the country to have responsibility for the governance of the Fire and Rescue Service, as well as the Police.

The opportunities for collaboration and partnership working are tremendous, and the Chief Executive will play a pivotal role in their realisation, particularly in the formal collaboration between North Yorkshire Police and North Yorkshire Fire and Rescue Service for business support services called 'Enable North Yorkshire'.

This is an important step for you in your career which is why I and members of the team will be happy to talk to prospective candidates on an informal basis before you take your decision on whether to apply. I would also like to invite you to attend the familiarisation event taking place on 22 February 2021.

Thank you for your interest. Good luck, and I look forward to receiving your application.

A handwritten signature in black ink, appearing to read 'Julia Mulligan', with a stylized flourish at the end.

Julia Mulligan
North Yorkshire Police, Fire and Crime
Commissioner



York

Office of the Police, Fire and Crime Commissioner



Julia Mulligan
Police, Fire and Crime
Commissioner



Simon Dennis
Interim Chief Executive
and Monitoring Officer



Michael Porter
Commissioner's Chief
Finance Officer

Enable North Yorkshire



Ray Ward
Managing Director

North Yorkshire Police



Lisa Winward
Chief Constable



Phil Cain
Deputy Chief Constable



Annette Anderson
Assistant Chief Constable



Mark Pannone
Assistant Chief Constable

North Yorkshire Fire and Rescue Service



Andrew Brodie
Chief Fire Officer



Jon Foster
Deputy Chief Fire Officer



Phil Whild
Area Manager



Jonathan Dyson
Area Manager





Our Office and Services

Office of the North Yorkshire Police, Fire and Crime Commissioner



The OPFCC is a small, dynamic team that delivers a wide-ranging and ambitious programme of work across

policing, fire and rescue, criminal justice, victim and community safety matters in support of the Commissioner and the public of North Yorkshire. The Office's interim Chief Executive and its Chief Finance Officer are shared under a collaboration agreement with Cleveland OPCC.

This includes the research and development of innovative new policy and initiatives; public and partner engagement and media and communications; scrutiny, assurance and governance work and meetings; the management and delivery of the Commissioner's statutory functions and transparency requirements; as well as having a dedicated commissioning team managing a portfolio of victim and perpetrator services.

The team maintains a presence locally, regionally and nationally working with members of the public, local authorities, regional partners and government departments as well as national Service and representative bodies.

Rural affairs are a key priority for the OPFCC, which has led on significant national research to highlight the impact of crime on rural communities. It has managed the National Rural Crime Network since its inception. It

has also had a significant focus on violence against women and girls, domestic abuse and stalking, revenge porn, mental health, drugs and anti-social behaviour, equality and diversity, access to justice, and cross-sector prevention and early intervention services amongst others.

The Commissioner has one of the most comprehensive suites of victim services in the country. The OPFCC also manages an Independent Custody Visitor scheme, four Independent Scrutiny Panels, four Community Review Groups and a lay observer scheme.

The OPFCC has also taken on model three of the new police complaints and misconduct regulations, triaging and service recovering police complaints, as well as handling a substantial amount of correspondence and case work from the public.

North Yorkshire Police



North Yorkshire Police serves one of the largest policing areas which is mainly rural with all the challenges of policing a dispersed, sparsely populated area. However, the main population centres of York, Harrogate and Scarborough have vibrant night-time economies and largely urban patterns of policing demand.

North Yorkshire has a low number of recorded crimes, and currently has the lowest crime rate in England. North Yorkshire borders on seven high-crime police areas and this, combined with the fact that the area

has more than 6,000 miles of road, makes it prone to cross-border criminality. North Yorkshire Police has invested heavily in ANPR technology to help tackle this issue.

In 2018/19, HMICFRS rated North Yorkshire Police as good at reducing crime, keeping people safe, operating efficiently and providing sustainable services to the public. North Yorkshire Police received a rating of “needs improvement” for legitimacy.

The Force has invested in technology to allow the service to respond effectively to demand. This includes the introduction of a Mobile Asset Utilization Deployment System, and tablets and smartphones for frontline officers and staff, equipped with bespoke policing software. The use of body-worn cameras is being extended. Whilst these developments represent a significant step forward, elements of the technology programme are still to be embedded.

North Yorkshire Police is headquartered at Alverton Court in Northallerton with four “diamond stations” in York, Scarborough, Harrogate (where there are also custody facilities) and Northallerton; there are also local police stations, and a number of colocation facilities shared with partners.

Financially North Yorkshire Police is in a stable position, although efficiencies are necessary if the Force is to afford planned investments in the service over the next few years.

North Yorkshire Fire and Rescue Service



The North Yorkshire Commissioner is one of only four in the country to have taken on governance of their local fire service. Transfer of governance took place in November 2018 following the development of a full business case and public consultation by the OPFCC which can be found on the Commissioner's website.

North Yorkshire is one of the largest rural fire services with four wholetime shift stations, seven wholetime day crewed stations, 24 on-call stations and two volunteer stations. Around 55 per cent of firefighters are on-call. It shares headquarters with NYP.

North Yorkshire's rurality means that NYFRS manages risk from high density urban centres in York, Scarborough and Harrogate to vast stretches of moorland across two National Parks, and everything in between from larger market towns and small hamlets to isolated farmsteads and heritage sites. Major arterial routes and minor rural roads criss-cross the county placing a focus on collision rescue, while numerous rivers require the Service to be prepared to deal with flooding and water rescue.

In 2019 HMICFRS rated NYFRS as good for its effectiveness at keeping people safe and secure from fire and other risks and some elements of how it looks after its people, and requiring improvement for its efficiency and for other aspects of how it looks after its people.





The Service requires considerable investment in its assets and infrastructure and, while it now has a balanced budget, has substantial financial challenges to manage in the years ahead. Industrial relations are currently good, but the national position in relation to pay and the firefighter rolemap remains fragile.

Enable North Yorkshire

enable
north yorkshire

As part of the transfer of fire governance, the Commissioner set out plans to bring staff in enabling functions together as one team to provide services to police, fire and OPFCC to improve efficiency and affordability across the police and fire services in North Yorkshire.

The new plan involves “back office” departments such as finance, HR, Corporate Communications and IT, as well as others, coming together as one team, under the name Enable North Yorkshire.

Enable North Yorkshire went live from April 2019 based in the joint police and fire headquarters, with a mission to provide high quality, efficient business support services for both NYFRS and NYP.

Enable North Yorkshire is headed up by Managing Director Ray Ward, who is accountable to both the Chief Constable and the Chief Fire Officer for providing the services needed to support their respective operations.

The creation of this post, and the disestablishment of the current Chief Executive functions in both Fire and Police services, represents the first step in a wider senior management review which is currently completing.

The creation of Enable North Yorkshire will not result in any job losses. Both Police and Fire services have recently completed a programme called Transform 2020 delivering greater efficiency in both organisations.



Whitby

Mission, Vision and priorities

Our **Mission** is to help the people of North Yorkshire be safe and to feel safe.

Our **Vision** is of exemplary policing and fire and rescue services for the people of North Yorkshire, striving to provide an excellent service to the public in all areas of their business and activity.

To achieve this mission and vision, the Commissioner has set ambitious priorities through her Police and Crime Plan and Fire and Rescue Plan.

Police and Crime Plan



Caring about the vulnerable

We will have an in-depth understanding of how we can best protect the most vulnerable people in our society and will invest in services, skills and partner relationships to deliver the best possible outcomes.



Ambitious collaboration

We will reach out to partners and drive innovation forward to enhance policing, public protection, community safety and local justice services.



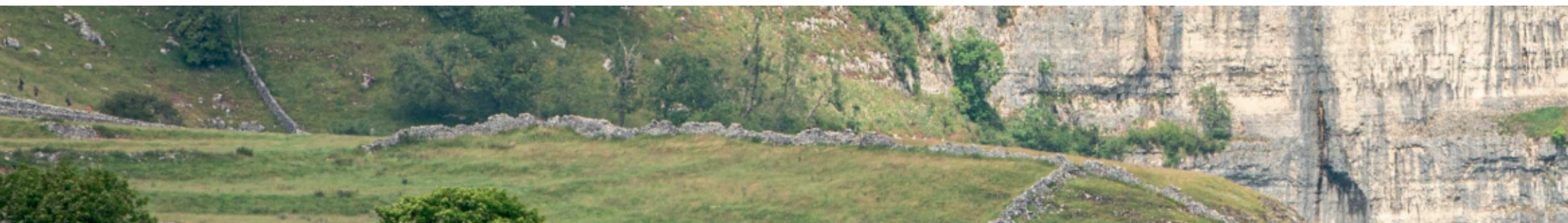
Reinforcing local policing

We will equip our people with the technology, skills, capacity and personal support to prevent and tackle crime and reduce demand.



Enhancing customer experience

We will embed an outward facing perspective to guide all our endeavours, providing an exemplary service that exceeds expectations, whether that be in serving the public, shaping the organisation or working with colleagues and partners.



Fire and Rescue Plan



Caring about the vulnerable

to provide services that will best protect the most vulnerable people in our community and in doing so, make them safer



Ambitious collaboration

to maximise opportunities to work jointly with partners and to provide a more effective, efficient and proactive community safety service



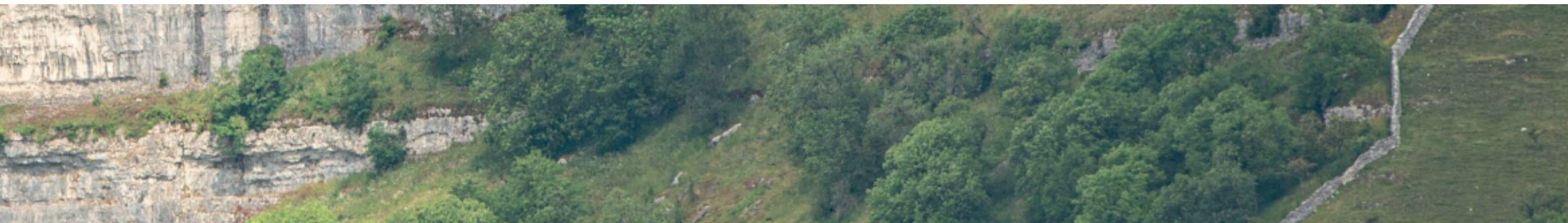
Realising our potential

to create an inclusive work environment and a positive, supporting culture where we provide our people with the equipment, IT, training, skills, and capacity to effectively prevent and respond to incidents



Effective engagement

to increase trust and public confidence in our Service, involving, engaging and consulting our communities on the services we provide and delivering the best possible service



Chief Executive and Monitoring Officer

Salary: LS level 4 - £82,877 - £92,405

North Yorkshire's Police and Crime Commissioner is seeking to recruit a Chief Executive and Monitoring Officer. Elections for Police and Crime Commissioners are coming up in 2021 so this is a particularly exciting and important time to join the team. The opportunities for collaboration are tremendous, and the Chief Executive will play a pivotal role in their realisation, particularly in the formal collaboration between North Yorkshire Police and North Yorkshire Fire and Rescue Service for business support services called 'Enable North Yorkshire'. The North Yorkshire Commissioner is one of only four in the country to have responsibility for the governance of the Fire and Rescue Service, as well as the Police so this role will bring unique challenges and fantastic opportunities.

Working alongside senior managers the successful post holder will support and advise the Commissioner in ensuring the effective implementation of their programme of work and statutory duties. The Chief Executive will have a fine eye for detail ensuring governance requirements are in place to guarantee openness, accountability, integrity and public confidence.

A key element of the role will be to lead, manage and develop the OPFCC staff to maintain a high performing and cohesive team. We are therefore seeking an inspirational leader who will influence and

motivate others. The credible leader will be able to act with diplomacy and be resilient to change and challenges.

Due to the nature of the role, applicants should have an understanding of the local public sector landscape across North Yorkshire, and a high degree of political awareness.

Essential requirements:

- Substantial experience operating at a senior management level within a complex public sector environment.
- A strong inspirational and democratic leader.
- Experience of managing complex changing environments that are aligned to meeting business requirements.
- Demonstrable and effective strategic planning expertise.
- Exceptional communication and negotiations skills with the ability to build relationships across different organisations and cultures.
- Successful track record of high level achievement against challenging performance objectives.
- Confident in promoting and upholding ethics, integrity and diversity in both employment and service delivery settings.

If you have the qualities, skills and experience we are looking for then we would like to hear from you.

To Apply:

Please submit your CV, along with a covering letter (1000-word limit) stating how you meet the essential criteria for the role.

Closing date for applications:

Sunday 28th Feb at 5pm

Familiarisation Event:

Monday 22nd February 9.30am – 11am via Microsoft Teams

If you would like to attend this virtual event, please use this link: [Chief Executive & Monitoring Officer Familiarisation Event - North Yorkshire Police \(tal.net\)](#) before Thursday 18th February 5pm.

Assessments / Interviews:

W/c 15th March via Microsoft Teams

For an informal discussion about this role with the Commissioner please contact PFCCexecutivesupport@northyorkshire-pfcc.gov.uk

Recruitment and Selection Process

Please apply online, visit:

www.northyorkshire.police.uk/jobs select vacancies and then the Chief Executive & Monitoring Officer.

You will be asked to complete some personal details and attach an up to date CV and covering letter. Your covering letter should state how you meet the essential criteria for the role (1000-word limit).

The full application process is designed to inform about your experience, motivations, competencies and suitability for the role.

Please note the successful appointment will be subject to MV and SC clearance.

Familiarisation Event

The online familiarisation event is an opportunity to meet people virtually, learn more about the organisation and ask questions before making your application. At the event you will be able to speak with the senior members across Police, Fire and OPFCC. Please use this link:

[Chief Executive & Monitoring Officer Familiarisation Event - North Yorkshire Police \(tal.net\)](#) to confirm your attendance by Thursday 18th February, 5pm.
The event will take place via Microsoft Teams.

Assessment

Interviews are scheduled to take place on w/c 15th March. You will be invited one week in advance.

Feedback

All candidates will be informed of the panel's decision following the interviews. Individual feedback can be provided upon request.

North Yorkshire Police is committed to ensuring everyone is treated fairly and supported equally.

Further information links

North Yorkshire Police, Fire and Crime Panel Meeting

<https://edemocracy.northyorks.gov.uk/mgCommitteeDetails.aspx?ID=1159>

Public accountability meeting

[Public accountability meeting - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](#)



Candidate timeline

MAKING YOUR APPLICATION

The application form is online. Visit:
northyorkshire.police.uk/jobs
Select vacancies and then the Chief Executive and Monitoring Officer role.

ADVERT PUBLISHED

3 February 2021

CLOSING DATE

Closing date for applications
Sunday 28th Feb at 5pm

28

ASSESSMENT DAYS

Week commencing 15 March 2021
Assessments will be via MS Teams

15

FAMILIARISATION EVENT

A virtual opportunity to learn more about the organisation, the role and ask any questions. 22 February 2021 (9.30am-11am), MS Teams.

22

08

INVITE TO ASSESSMENT

Shortlisted candidates informed by 8 March 2021

NOTIFICATION

All candidates will be updated of the final decision within a week of the assessment

For an informal discussion about this role with the Commissioner please contact:
PFCCexecutivesupport@northyorkshire-pfcc.gov.uk

Living and working in North Yorkshire

With two national parks, two areas of outstanding natural beauty and a stunning coastline, the beautiful North Yorkshire countryside is one of England's most attractive environments. The standard of public services and general quality of life make it an excellent location in which to live and work.

In 2019, the Sunday Times named York as the best place to live in Britain, for its perfect mix of period buildings, hi-tech businesses and lively culture. The North Yorkshire towns of Malton, Pateley Bridge and Skipton were also named as amongst the best locations to live in the north of England. The Halifax Quality of Life survey 2017 ranked Ryedale, Hambleton and Richmondshire districts amongst its top 10.

The average house price in North Yorkshire is approximately £240k, although properties can be significantly higher.

North Yorkshire has been rated amongst the top 10 best places in the UK to raise children (Witters Towbar study of 2017 based on factors including the cost of a three-bedroom house, the average annual disposable income, the number of child friendly activities available, the percentage of schools listed as good or outstanding, and other considerations such as the average time children spent outdoors).

The main east coast train line serves Skipton and Harrogate and runs through York and Northallerton, with the shortest journey time between York and London taking less than two hours. Although there is no main airport in North Yorkshire, most locations are in easy reach of Leeds/Bradford, Doncaster/Sheffield, Humberside or Durham/Tees Valley airports in neighbouring regions.

According to figures from the TUC, people in North Yorkshire spend 35% less time commuting to work than people based in London, and average commute times are also lower than in the south east, east of England, north west and Scotland.

The leisure and cultural offer is broad and covers major chain and boutique shopping, theatres, cinemas, historic houses, sporting venues, and events (North Yorkshire is host to the annual Tour de Yorkshire).

North Yorkshire offers thriving nightlife, with a wide variety of pubs, bars and restaurants - particularly in the main population centres. Yorkshire has the most Michelin-starred restaurants of any county outside of London, and the Trip Advisor best restaurant in the world for 2017 (Tommy Banks' Black Swan) is based in Oldstead, North Yorkshire.

Useful links

North Yorkshire Police, Fire and Crime Commissioner website:
northyorkshire-pfcc.gov.uk

North Yorkshire Police website:
northyorkshire.police.uk

North Yorkshire Fire and Rescue website:
northyorksfire.gov.uk



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