



SCOTTISH POLICE  
AUTHORITY  
ÙGH DARRAS POILIS NA H-ALBA



POLICE  
SCOTLAND  
Keeping people safe  
POILEAS ALBA

# Assistant Chief Constable Information Pack 2025



# EXCEPTIONAL LEADERS SOUGHT FOR POLICE SCOTLAND

04

A MESSAGE FROM  
THE VICE CHAIR

05

A MESSAGE FROM  
THE CHIEF CONSTABLE

07

ADVERT

08

ABOUT THE  
SCOTTISH POLICE  
AUTHORITY

09

ABOUT POLICE  
SCOTLAND

10

ROLE PROFILE

11

PERSON  
SPECIFICATION

12

SALARY AND CONDITIONS  
OF APPOINTMENT

14

RECRUITMENT  
PROCESS

15

LINKS TO KEY  
INFORMATION





# A MESSAGE FROM THE VICE CHAIR OF THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority is looking for experienced police leaders to join the second largest police service in the UK.

Police Scotland has been recognised by HMICS as “an outstanding operational organisation, able to deal with everything from community issues, through major and complex crimes, to policing challenges and major events”. I’m delighted you are interested in joining the Service as an Assistant Chief Constable.

Police Scotland was established in 2013. It is the result of one of the largest and most complex public sector reform programmes of its generation and we are incredibly proud of the success of this reform. We have a dedicated workforce of more than 22,000, a budget of almost £1.5 billion and serve a population of more than five million people.

The service has now set out a new vision for policing in Scotland supported by a three-year plan focused on safer communities, less crime, supported victims, and a thriving workforce.

The new policing model will prioritise frontline services, embrace technology, work seamlessly with other agencies, and support the workforce to live and breathe our values.

We are seeking senior officers with ambition, energy, and commitment to join Police Scotland and work to deliver the new vision. The successful candidates will be resilient leaders who can drive and deliver excellence in policing and work collaboratively and creatively with others to deliver better public services at the same time as creating an environment for the workforce to flourish.

If you think you have the skills, capability and commitment required for this next important phase of reform, we would be delighted to receive your application.



**Fiona McQueen**  
Vice Chair,  
Scottish Police Authority

# A MESSAGE FROM THE CHIEF CONSTABLE

## Thank you for your interest in becoming an Assistant Chief Constable with Police Scotland.

Reform of policing in Scotland has enabled an outstanding public service delivered by more than 22,000 dedicated and skilled officers, staff, and volunteers while removing £200m from the annual cost base compared to legacy arrangements.

To strengthen the frontline, reconnect with communities, and respond to emerging threats when the outlook for public finances is challenging, we are progressing the next phase of police reform.

I am looking for exceptional and talented leaders who can maintain and build trust and confidence in policing in Scotland and drive our vision of safer communities, less crime, supported victims, and a thriving workforce.

As an Assistant Chief Constable, you will play a key role in delivering on our business plan which outlines how we'll achieve our ambitions - building frontline capacity, enhancing community policing, supporting victims, developing the workforce, modernising public contact and the estate, and embracing science, innovation, and technology.

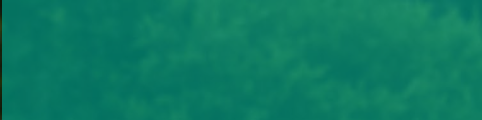
You will be a visible leader who models the standards and behaviours required by our values of fairness, integrity, respect and commitment to upholding human rights, helping us build an anti-racist, anti-discriminatory, service which delivers for all our communities, including our workforce.

Scotland has historically low levels of crime and a highly trusted police service.

As a key leader for a vital service during a crucial period of change, you'll lead colleagues and work with other agencies to ensure Police Scotland continues to keep our communities safe, remains fit for purpose and is sustainable for the future.



**Jo Farrell**  
Chief Constable,  
Police Scotland



## ASSISTANT CHIEF CONSTABLE OF POLICE SCOTLAND

**Salary: £139,880**  
(Under review and  
pending pay award)

The Scottish Police Authority is seeking Assistant Chief Constables to join Police Scotland, the second largest police service in the UK with a workforce of more than 22,000 and a budget of almost £1.5 billion. Police Scotland is a rights-based organisation that puts the values of integrity, fairness, respect and a commitment to upholding human rights at its heart. It serves a population of more than five million people, in diverse cities and towns and across rural and island communities. Police Scotland has the wide-ranging statutory purpose to improve the safety and wellbeing of people, places and communities across Scotland.

You will work in support of the Chief Constable to build on the proud history and achievements of Scotland's police service and will play a major part championing and delivering significant change, building frontline capacity, enhancing community policing, supporting victims, developing the workforce, modernising public contact and the estate, and embracing science, innovation, and technology.

Working with colleagues, partners and stakeholders, you will play a fundamental role contributing to the nation's social and economic wellbeing.

You will have excellent skills in relationship building, influencing and communication, and you will be able to inspire and motivate others. You will be a collaborative and visible leader who thrives on challenge and complexity and will be confident and resilient in dealing with high levels of scrutiny and accountability.

This is one of the most significant, challenging and rewarding police leadership roles in the UK and offers an unparalleled opportunity to make a positive difference to people's lives and to help shape Scotland's future.

We are committed to developing a diverse workforce and to promoting an organisational culture where everyone is treated with dignity, fairness and respect. We particularly welcome applications from groups currently under-represented in Police Scotland in order to better serve our diverse communities.

For further information and an application pack please visit [www.spa.police.uk](http://www.spa.police.uk)

Closing date: 12 noon on 7 February 2025

Interview dates: 11 and 12 March 2025



## ABOUT THE SCOTTISH POLICE AUTHORITY

The Scottish Police Authority appoints all Police Scotland senior officers (Assistant Chief Constable and above). The Authority also assesses complaint and conduct issues related to senior officers.

The Police and Fire Reform (Scotland) Act 2012 created the Authority and set out its five core functions:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland;
- to hold the Chief Constable to account for the policing of Scotland.

The Authority consists of a Board of up to 15 non-executive public appointees, selected by Scottish Ministers with a range of professional backgrounds and experiences. The Board is supported by an Executive team of circa 50 staff. The Authority's Chief Executive is the principal adviser to the Board and also the Accountable Officer to the Scottish Parliament for the £1.5 billion police budget.

These five functions demonstrate the dual, integrated responsibilities of the Authority: its oversight role in scrutinising policing in Scotland and holding the Chief Constable to account; and its supportive role in maintaining and improving the police service.

The Authority is also responsible for Scotland's 650 strong crime scene-to-court forensic service and for maintaining a network of volunteer independent custody visitors who monitor the welfare of people detained in custody in Scotland.

The Authority aims to increase public trust and confidence in the policing of Scotland in the way it carries out its functions and through the quality of its governance arrangements. As a public body, the Authority is committed to the highest standards of openness and transparency in the way it conducts business and takes decisions.



## ABOUT POLICE SCOTLAND

**Police Scotland was established on 1 April 2013 and is responsible for policing across the whole of Scotland, some 28,168 square miles, covering a third of the United Kingdom's landmass with a unique range of urban, rural, island and remote communities.**

It is the second largest force in the UK with more than 22,000 officers, staff and volunteers working together for the people of Scotland.

Our purpose is to improve the safety and wellbeing of people, places and communities in Scotland, focusing on Keeping People Safe in line with our values of integrity, fairness and respect and with human rights at the heart of everything we do.

The Service is led by Chief Constable Jo Farrell, supported by a command team of three Deputy Chief Constables, and wider executive team comprising Assistant Chief Constables and Directors.

There are 13 local policing divisions, each headed by a Chief Superintendent who ensures that local policing in each area is responsive, accountable and tailored to meet local needs.

Each division encompasses response officers, community officers, local crime investigation, public protection and local intelligence.

The local policing divisions are supported by national specialist divisions. The Specialist Crime Division (SCD) provides investigative and intelligence functions such as Major Crime investigation, Public Protection, Organised Crime, Counter Terrorism, Intelligence and Safer Communities.

The Operational Support Division (OSD) provides specialist support functions such as Road Policing, Firearms, Public Order, Air Support, Marine Policing, Dogs and Mounted Branch, as well as Emergency and Events Planning. These national divisions ensure every community in Scotland has access to specialist policing services.

Calls from the public are handled by our Contact, Command and Control Division with Area Control Rooms at four locations across the country which deploy resources.

Our people are supported by corporate functions including People and Development, Finance and Corporate Communications.

The headquarters of Police Scotland are located at Tulliallan Castle in Fife, also home to the Scottish Police College.

Police Scotland has established a reputation for successfully and safely policing major national and international events, including the Glasgow 2014 Commonwealth Games, throughout the Covid-19 pandemic, the United Nations 26th Conference of the Parties (COP26) in 2021 and Operation Unicorn in 2022.

## ROLE PROFILE

### **The Assistant Chief Constables of Police Scotland will support the Chief Constable to deliver policing in Scotland in accordance with the policing principle:**

- That the main purpose of policing is to improve the safety and wellbeing of persons, localities and communities in Scotland, and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which is accessible to and engaged with local communities, and promotes measures to prevent crime, harm and disorder.

### **KEY RESPONSIBILITIES**

Assistant Chief Constables are required to be visible and inspirational leaders with considerable operational experience to:

- maintain and improve local service delivery through highly effective leadership and support to local command teams;
- lead delivery in their areas of responsibility of reforms which implement Police Scotland's strategic plan, including through improving performance, increasing efficiency and delivering financial savings;
- deliver equal access to specialist support and national capacity;
- strengthen the connection between policing and communities;
- provide clear direction and ethical leadership in delivering policing, to police officers and staff, proactively demonstrating and reinforcing values of fairness, integrity and respect in all that they do;
- demonstrate personally the highest standards of professionalism and public service;
- ensure the wellbeing of the workforce is optimised; and
- work in strategic partnership with other agencies including local authorities, community planning partnerships and national and international partners to deliver improved outcomes for the people of Scotland.

The full range of statutory duties for the post of Assistant Chief Constable can be found in the [Police and Fire Reform \(Scotland\) Act 2012](#) and includes planning, assessing performance and securing best value.



## PERSON SPECIFICATION

### QUALIFICATIONS AND TRAINING

**The applicant must:**

- hold or have held substantively the rank of Superintendent or above in a relevant police service or policing organisation, as defined in the regulations, for at least two years;

and either

- have successfully passed Senior Police National Assessment Centre (SPNAC); and
- have successfully passed a relevant police Strategic Command Course (SCC), organised by the College of Policing, or equivalent.

or

- have completed the Police Leadership Programme Stage 5 (Executive Leaders).

or

- have commenced the Police Leadership Programme Stage 5 (Executive Leaders). Candidates who have not completed the programme will be appointed on a temporary basis. On successful completion of the programme, appointments will be confirmed as substantive with no further appointment process.

### ESSENTIAL CRITERIA

The successful candidate must demonstrate:

- strong experience in leadership and management within a policing organisation, including substantial and challenging command of police officers and police staff at senior level;
- significant experience of commanding policing within a complex operational environment;
- a focus on the use of performance information to drive strategic outcomes;
- a successful record of leading change and continuous improvement, including driving a high quality of service, achieving efficiencies and financial savings;
- the ability to build trusting relationships and partnerships with colleagues and with other organisations in order to deliver outcomes which no single agency can achieve alone;
- how policing can help achieve the best outcomes for the specific needs of the communities we serve;
- an understanding of, and ability to successfully navigate the unique political landscape in Scotland;
- extensive senior management experience, including a record of promoting equality, fairness, respect and trust and of building and motivating teams which achieve more than the sum of their parts.

## KEY COMPETENCIES

The successful candidate will be expected to demonstrate and evidence a high level of competence and effectiveness against the six competencies detailed within the Police Scotland [Competency and Values Framework](#) (further details of which are set out in the accompanying application guidance note):

1. We are emotionally aware
2. We take ownership
3. We are collaborative
4. We deliver, support and inspire
5. We analyse critically
6. We are innovative and open-minded

## SALARY AND CONDITIONS OF APPOINTMENT

### STARTING SALARY

The salary for this office will be £139,880 (under review and pending pay award) and there will be no bonus payable. Salary is paid on a monthly basis.

### TERMS OF APPOINTMENT

The appointment will be in accordance with the [Police Service of Scotland Regulations 2013](#) made under the [Police and Fire Reform \(Scotland\) Act 2012](#).

The appointment cannot be confirmed until the successful candidate is certified medically fit by the medical advisor and necessary security clearance checks are complete.



**WORKING LOCATION**

The majority of the work will be carried out from Police Scotland Headquarters, Tulliallan Castle, Kincardine, Fife FK10 4BE. However, the role will also require travel across Scotland and the wider UK to discharge the duties of the post.

It is a requirement that the successful candidate will be located in Scotland for the working week.

**WORKING HOURS**

Working hours will be no fewer than 40 hours per week and such as are needed to fulfil the requirements of the post. The post holder will have responsibility for representing the service and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time. There is a requirement to be contactable 24 hours per day when not on leave. This role will require evening and weekend working including attending meetings and events during these times.

**HOLIDAY**

The post holder is entitled to leave in accordance with [Police Regulations](#).

**WORKING DUTY**

The post holder must devote the whole of their time to the duties of the office of the Assistant Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the Scottish Police Authority.

**TERMINATION**

Termination is subject to three calendar months' notice in writing by either side.

**PENSION**

The office holder will be eligible for membership of the Police Pension Scheme.

**EXPERIENCE**

Applicants must hold or have held the rank of Superintendent or above in a relevant police service or policing organisation, as defined in the regulations, for at least two years by 12 March 2025.

**NATIONALITY**

Applicants must be a British citizen, a member of the EU or other states in the EEA, a Commonwealth citizen or a foreign national free of restrictions. You should also have been resident in the UK for a minimum of three years immediately prior to application.





## RECRUITMENT PROCESS

### APPLICATION

Please submit a completed application form along with a short covering letter (no more than 1,000 words). This should demonstrate how your personal skills, qualities and experience provide evidence of your suitability for the role of Assistant Chief Constable and why you have chosen to apply for the role. The accompanying guidance note should be reviewed before completing your application. Both documents should be e-mailed to [ExecRecruitment@spa.police.uk](mailto:ExecRecruitment@spa.police.uk).

The deadline for receipt of completed applications is 12:00 noon on 7 February 2025.

### EQUALITY AND DIVERSITY

The Scottish Police Authority is committed to an appointment process which promotes, demonstrates and upholds equality of opportunity and treatment to all applicants. We are committed to appointment on merit and to diversity and equality in appointments. To assist us to monitor the effectiveness of our equality and diversity practices we would encourage you to complete the accompanying monitoring form. This form will be separated from your application form prior to the selection process.

### SELECTION PANEL

The Selection Panel will be chaired by Fiona McQueen, Vice Chair of the Scottish Police Authority and will include:

- Jo Farrell, Chief Constable
- Alasdair Hay, Board Member of the Scottish Police Authority
- David Robertson, Chief Executive of Scottish Borders Council, Independent Member

Craig Naylor, HM Chief Inspector of Constabulary in Scotland will be an advisor to the panel and observe its discussions with candidates.

### SHORTLISTING

Shortlisting will take place on Tuesday 18 February 2025 and outcome decisions will be available shortly after. All applicants will be kept updated as soon as details are available. Nominated referees for shortlisted candidates will be contacted after applicants have been notified that they are proceeding to interview.

### FAMILIARISATION VISIT

A familiarisation visit will be available for interested candidates before shortlisting.

If you are interested in this please contact [ExecRecruitment@spa.police.uk](mailto:ExecRecruitment@spa.police.uk).

### ASSESSMENT AND INTERVIEW

Shortlisted candidates will be invited to participate in a psychometric and personality profile exercise, an operational competence discussion with two Police Scotland Deputy Chief Constables, and an interview with the Selection Panel. Final interviews will take place on 11 and 12 March 2025.

Accommodation can be provided, please advise on application if this is required.

## LINKS TO KEY INFORMATION

### MEDICAL

The successful candidate will be required to complete a medical assessment. An appointment cannot be confirmed until the successful candidate is certified medically fit by the medical advisor.

### SECURITY CLEARANCE

The successful candidate will be required to obtain security clearance at DV (Developed Vetting) level to be appointed to the role.

In addition, necessary security clearance checks will be completed prior to the appointment being confirmed.

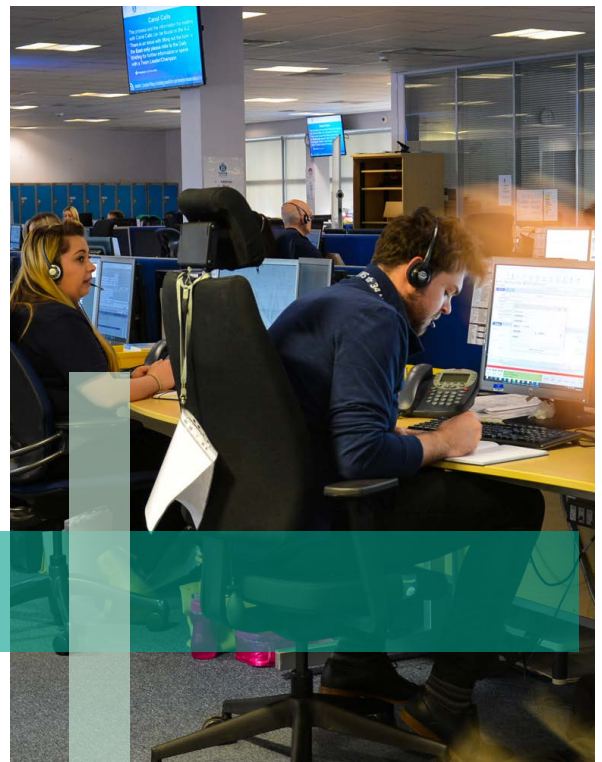
### RELOCATION

A relocation package may be available to the successful candidate should relocation be required because of this appointment.

### FURTHER INFORMATION

For an informal discussion about this role, please contact DCC Spiers, DCC People and Professionalism at [DCCProfessionalism@scotland.police.uk](mailto:DCCProfessionalism@scotland.police.uk)

- [Strategic Police Priorities for Scotland](#)
- [Strategic Police Plan](#)
- [Police Scotland 2030 Vision and Business Plan](#)
- [Scottish Police Authority 2024/2025 Budget](#)
- [SPA Annual Report and Accounts 2023/2024](#)
- [Police Scotland Code of Ethics](#)
- [Police and Fire Reform \(Scotland\) Act 2012](#)
- [Police Service of Scotland Regulations 2013](#)





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