

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

Closing date: 12 noon on 7 February 2025
Interview dates: 11 and 12 March 2025

