



Candidate's Details	
Surname:	Forenames:
Police Number:	Rank:
Division:	Position/Location:

Q: As a newly promoted Superintendent how will you identify and address your own individual development needs to meet the demands of the role

(Max 500 words)

Verifier	
Contact	
Word Count	

Official – Sensitive (Once Complete)

Example 2: We are emotionally aware

Superintendents are expected to define and reinforce standards, demonstrating these personally and fostering a culture of personal responsibility within the operational unit or department.

Q: Please provide an example of when you have had to define and/or reinforce standards in the workplace in order to foster a more appropriate culture within a unit or department. What was the situation, what did you do and why, and what was the outcome?

(Max 500 words)

Verifier

Contact

Word Count

Official – Sensitive (Once Complete)

Example 3: We are collaborative

Superintendents need to build effective working relationships with people through clear communications and a collaborative approach. They need to sell ideas convincingly, setting out the benefits of a particular approach and striving to reach mutually beneficial solutions.

Q: Please provide an example of when you have had to address a changing need of one of your key strategic stakeholders. How did you balance their needs with those of the organisation and the public? What did you do and how did you ensure public confidence was not compromised?

(Max 500 words)

Verifier	
Contact	
Word Count	

Official – Sensitive (Once Complete)

Example 4: We analyse critically

Superintendents are expected to draw on their experiences, knowledge and wide sources of information when analyzing the best available evidence to make effective decisions.

Q: Please provide an example of when you have had to manage a complex and time critical command situation. What was the situation, who did you consult and how did their input inform your decision? How did you mitigate any risk to ensure an effective outcome for the division and/or organisation?

(Max 500 words)

Verifier

Contact

Word Count

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I declare that the information I have given is, to the best of my knowledge, true and complete.

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