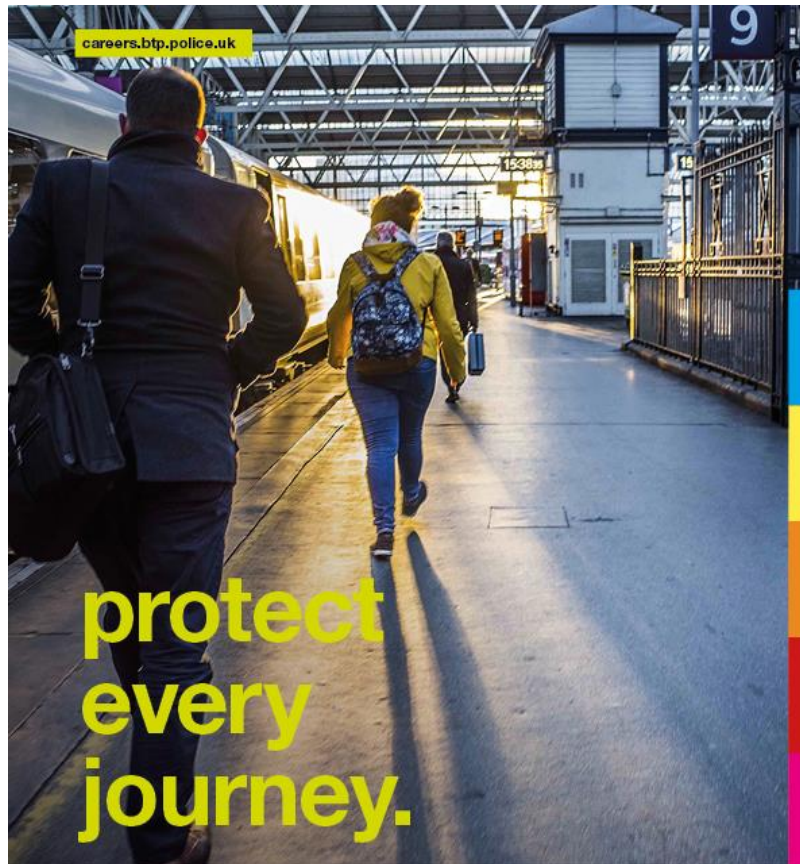


# 2x Chief Superintendents British Transport Police

D Division (based Glasgow)  
E Division Specialist Operations (based London)

Salary: £86,970 - £91,749  
plus London allowance, if applicable

Closing Date: 12 midnight - Wednesday 30<sup>th</sup> June 2021



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## Welcome letter from British Transport Police Chief Constable: Lucy D'Orsi

Dear Candidate,

Thank you for expressing an interest in the position of Chief Superintendent for the British Transport Police (BTP). BTP is the only national police Force in Great Britain and therefore offers a rare opportunity to lead in a unique environment and deal with rewarding challenges that you won't find in any other Force.

BTP's work is wide reaching, providing a crucial service to all passenger and freight operators, Network Rail, their staff and customers across England, Scotland and Wales, as well as policing the London Underground, Docklands Light Railway, the Midland Metro Tram System, Croydon Tramlink, Sunderland Metro and Glasgow Subway. Therefore, you will be adept at cultivating and nurturing effective working relationships with a broad range of business partners. Inclusivity and diversity are integral to BTP and these roles will be expected to set an example as senior leaders. To ensure that these values are at the heart of everything we do, we have launched our Diversity and Inclusion Strategy and our complementary 'Moving the Needle Action Plan', which sets out our commitment to tackling racism, removing unconscious bias and making us a fairer, more inclusive police force in our interactions with employees and the public. You will be able to demonstrate how you will play your part in making BTP an inclusive organisation, where all our employees thrive, and we deliver ethical, legitimate policing.

This opportunity presents at a distinctly exciting time for BTP. You would be working closely with myself as a newly appointed Chief Constable and the Chief Officer Group, to reshape the strategic vision of the Force, leading a specialist railway policing service into a post-pandemic landscape. You will be an inspiring, engaging and inclusive leader, with significant senior policing experience at Chief Superintendent or Superintendent level. You will demonstrate setting the strategic direction and vision for your team, a listening and coaching style and evidence of working collaboratively with your peers and stakeholders alike. You will have political acumen and be able to evidence developing and maintaining strategic relationships with local, regional, private sector and national partners, effectively influencing and collaborating to enable the achievement of the Force objectives and develop public confidence in policing. You will have experience of motivating a geographically dispersed workforce, and an innovative and creative approach to operational policing.

If you are a committed, enthusiastic and inclusive police leader I would strongly encourage you to consider this opportunity and the value you could bring to a world-class organisation as we shape the future strategic direction to keep passengers and communities safe, lead and care for our people and support all of our stakeholders.



**Lucy D'Orsi Chief Constable**

## Introduction to the British Transport Police

The work BTP does is complex, multi-faceted and vitally important, spanning all areas of policing from community policing through to armed response and counter terrorism. In fulfilling its statutory purpose to deliver efficient and effective policing for the railways in England, Scotland, and Wales, BTP also plays a vitally important role in tackling and minimising the disruption caused by incidents on the railway, addressing violent crime, countering the terrorist threat, and protecting Britain's critical railway infrastructure and those who work and travel on it. BTP has a significant role in identifying and helping people in crisis, those who are vulnerable or at risk of exploitation and responding to the unique risks of the railway in this regard. This significant task, which spans 10,000 miles of track and more than 3,000 railway stations and depots, relies on the hard work, dedication and experience of officers and civilian staff, based at Headquarters in London and Birmingham, and dispersed across Britain.

BTP is unique in many ways, not least in the stakeholder environment within which it operates. Working across three of the four home nations, it is essential that BTP works in close partnership with others in the policing family across Great Britain, to provide a responsive and joined-up service to passengers, rail staff and others who work on or live near the railway.

Unlike Home Office police services, BTP is accountable to the BTPA, falling under the remit of the Secretary of State for Transport, rather than the Home Secretary, as it is for Forces in England and Wales, and the Cabinet Secretary for Justice for Police Scotland. Furthermore, BTP is substantially funded by train and freight operating companies as well as by Network Rail and Transport for London, and it must operate efficiently, delivering a high-quality, responsive service across an expanding network at a cost which delivers recognisable value for money for its industry partners.

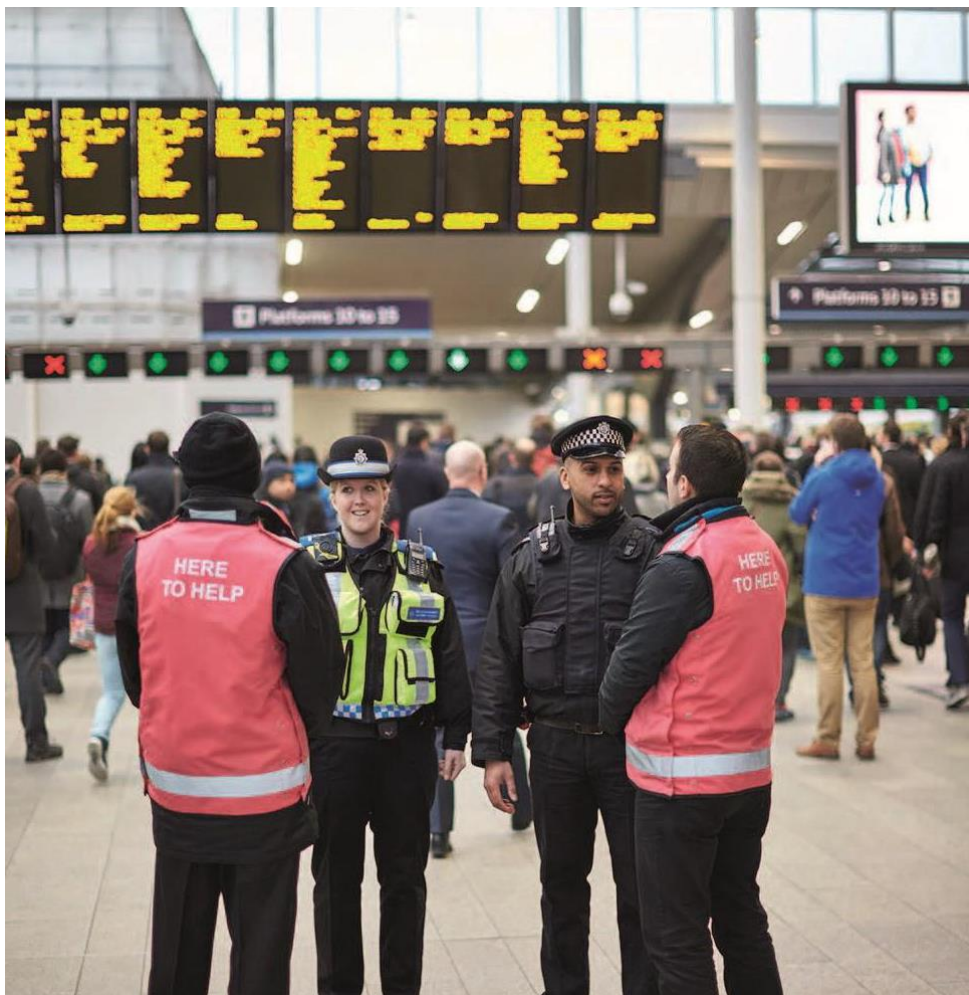
BTP is committed to working efficiently and has launched an ambitious transformation programme to deliver significant savings by 2021. The transformation programme comprises several initiatives to implement new ways of working for intelligence, justice, and public protection, recognising that BTP's people are its greatest asset.

BTP is ambitious for the future and, as one of few policing bodies that crosses county boundaries, it is well placed to significantly contribute to the national policing agenda. We are a high-performing police service which has successfully kept crime levels at just 19 crimes per million passenger journeys and improved satisfaction scores at targeted stations, whilst also maintaining the unit cost of BTP's services at 35p per passenger kilometre. The task of policing Britain's railways is becoming increasingly complex and challenging, with an



expanding network and new and emerging threats as reflected in the updated priorities contained in BTP's 2018-21 strategy.

BTP currently has an overall revenue budget of around £320m with circa 5000 officers and civilian staff including specials and PCSOs.



## The Job Description and Person Specification

**Posts: Chief Superintendent**

**Accountable to: Assistant Chief Constable Network Policing and Specialist Capabilities**

**Place of work: Glasgow (D Division); London (E Division)**

### **Purpose of the role:**

The Chief Superintendent for D Division is based out of Glasgow and is responsible for all BTP uniformed policing operations in Scotland. Politically astute, you will build great working relationships with Police Scotland, the Scottish Government, rail operators and passenger groups across Scotland.

The Chief Superintendent for E Division is responsible for the delivery of our specialist capabilities and preparedness. This includes armed policing, dogs, disruptive effects officers and our response to CBRNe. In relation to explosives, BTP is one of a few forces which routinely deploy special response officers to assess suspicious packages for IEDs. The postholder's responsibility for our daily delivery of protective security across the rail network, requires a strong partnership relationship with colleagues in the Department for Transport Rail Security Team. The postholder is also responsible for the Special Movements Team, which oversees the Royal Train and over 400 other VIP journeys annually. You will also be responsible for the tactical rollout of our civil contingencies and resilience planning.

### **Key accountabilities:**

1. Contribute to the setting of the organisational and operational strategy for the Division, taking into account wider plans and objectives such as the Force Strategy and Policing Plans and Strategic Policing Requirement, to provide an effective and efficient policing service that meets current and future policing demands.
2. Develop and maintain strategic relationships with local, regional, private sector and national partners, effectively influencing and collaborating to enable the achievement of the Force objectives and develop public confidence in policing.
3. As a member of the Force Executive Board, support the Chief Constable in leading the Force, embedding diversity and inclusion within the organisational culture and promoting values and ethics, holding responsibility for adherence to professional standards to enable an effective and professional service.

4. Lead the implementation of the Force Delivery Plan at Divisional level, ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of Force objectives.
5. Support the Assistant Chief Constable to lead, inspire and engage Network Policing and Specialist Capabilities, setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Force vision and goals.
6. Provide strategic direction to your team on identifying and managing threat, risk, and harm within the Division and in the Force's policing responses to protect the public and develop operational strategies.
7. Lead and command the operational policing responses on occasion, in risk and high-profile instances to protect the public and ensure an appropriate and effective response.
8. Hold your leadership team to account for operational delivery and outcomes to enable effective law enforcement and public protection.
9. Support the financial management of the Force, driving efficiency and productivity within the budget framework to maximise the use of resources, ensure the effective use of public spending and maximise value for money.
10. Represent the Force at a local, regional, and national level to the public, media and other external stakeholders to support the Chief Constable in improving visibility, connecting with the public and building confidence in policing.

### **Education, training, and eligibility:**

#### D Division

- You should hold or be willing to become accredited as a Gold Public Order Commander.
- The role also includes out of hours 'on call' responsibilities for D Division and C Division (England and Wales excluding the South East) combined.

#### E Division

- You will be a designated deputy for the ACC on the national Security Review Committee. Due to this range of commitments, the post holder is required to hold or attain SC vetting status.
- You should also hold, or be willing to become accredited, as a Strategic Firearms Commander and Gold Public Order Commander.

## Skills, Knowledge and Experience:

1. **Strategic clarity** - A demonstrable track record of successful experience of working at a senior level and identifying emerging trends and issues to create divisional and/or strategic organisational change.
2. **Diversity & Inclusion** – Demonstrable experience of your commitment and leadership in embedding diversity and inclusion initiatives, with credible examples of how your contribution has impacted the workforce.
3. **Stakeholder engagement** - Demonstrable experience of engaging and influencing multi-agency partnerships. A highly effective communicator able successfully to negotiate, collaborate and influence change across a broad spectrum of audiences. A persuasive and collegiate approach to problem solving with the ability to work effectively with a range of partners.
4. **Transformational leadership** – Experience of encouraging, inspiring, and motivating employees to innovate and deliver valuable and positive change. Skilled in developing people whilst able to hold themselves, individuals and the Division to account for performance and behaviours. Maintaining an effective critical advisor role to more senior positions.
5. **Financial management** - Experience of accountability for management of a budget: able to operate with high levels of commercial acumen: skilled in effective financial management which balances conflicting demands and drives value for money.
6. **Performance Management** – Demonstrable experience of delivering effective performance management against targets and frameworks.
7. **Operational Delivery** – Lead the creation of effective operational plans which recognise local and regional policing initiatives, whilst balancing complex and conflicting resource demands and enabling the achievement of strategic Force-wide goals.
8. **Political Awareness** – Able to operate with high levels of political astuteness, and capable of impacting the internal and external political landscape.
9. **Ethics and legitimacy** – A clear understanding of ethics and legitimacy requirements in a police force. Ability to work within College of Policing requirements and proactively challenge non-compliance.



## Recruitment Timetable

Please note the date of events below and ensure that you are available to attend the assessments and interviews which will be held in London or via Teams.

Closing Date: 12 midnight - Wednesday 30 June 2021

Stakeholder Panel: Friday 16 July 2021 (by Teams) \*

People Panel : Friday 16 July 2021 (via Teams)

Final Panel Interviews: Friday 23 July 2021 (London in person or via Teams). Interviews for D Division may be arranged for a date in Scotland dependent upon covid-19 restrictions)

**\*TO BE CONFIRMED**



## Diversity and Inclusion

BTP is an equal opportunities employer and is determined to ensure that:

Our workforce reflects the diverse community which it serves, and that the working environment is free from any form of harassment, intimidation, bullying or victimisation.

No job applicant or employee is treated unfavourably on the grounds of gender, sexual orientation, age, marital status, race, colour, nationality, ethnic or national origins, creed, religion, or disability.

No job applicant or employee is disadvantaged by conditions or requirements which cannot be justified by the requirements of the job.

BTP welcomes applications from suitably-qualified persons from all parts of the community.

## Data Protection

Any data about you will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may be used for monitoring the effectiveness of the recruitment process but in these circumstances all data will be kept anonymous. The equal opportunities monitoring form is used for monitoring the selection process only. If you do not wish to have these details recorded please return the form uncompleted. If you are unsuccessful, personal details relating to your application will be held securely and destroyed after six months.

## Pre-Employment Checks

The successful candidate will be subject to the satisfactory completion of pre-appointment enquiries including Management Vetting and references before an appointment can be offered formally. The successful candidate will be required to sign a contract with BTP before taking up appointment and be expected to participate in the Developed Vetting process.

Candidates should have no live written improvement notices under the Police (Performance) Regulations 2020 or reduction in rank under Unsatisfactory Performance Procedures (UPP) in the previous 18 months. Candidates should also have no live written warnings, final written warnings or extended final written warnings issued under the Police (Conduct) Regs 2020 (NB: a finding of misconduct but where no separate penalty is applied does not bar an officer from participating).

You will not be eligible to apply if you have an existing CCJ or IVA outstanding against you.

Applicants who have been registered bankrupt will not be considered. Failure to disclose any of the above will lead to your application being rejected.

## Appointment Terms and Conditions & Remuneration Package

BTP operates on the same Salary Scale as Home Office forces. As such, your basic salary, including your increment date, will be maintained on transfer as follows:

Pay Point	Salary
1	£86,970.00
2	£89,910.00
3	£91,749.00

Please note that candidates who have retired and apply to re-join, will be placed on to Pay Point 1 due to the break in continuous service.

Candidates on promotion will be placed on the spine point in accordance with their level of service at Chief Superintendent rank, inclusive of any periods of temporary and/or acting duties.

The postholder is entitled to 31 days leave.

## Pensions – Important Information for External Candidates

This information is given on a “without prejudice basis” and does not form any part of your contractual entitlements. It does not confer any rights to benefits from the Fund other than those provided by the Fund Rules.

The benefits payable from the British Transport Police Superannuation Fund are set out in the Rules of the Fund and a full guide for members will be provided on joining.

BTPA operates a Pension Salary Sacrifice Scheme (PensionPlus). You will automatically be enrolled into PensionPlus and your reference gross salary will be reduced, in accordance with the PensionPlus Scheme rules, by an amount equivalent to the level of pension contributions. On 1 April 2015, the BTPA introduced a new ‘CARE’ section of the British Transport Police Force Superannuation Fund (BTPFSF) for new entrants training to become Police Officers or transferees who have no protection in a Home Office Force pension scheme. The term CARE stands for ‘Career Average Revalued Earnings’. This means that on retirement the pension earned by the Officers will be the sum of the benefits accrued each year uplifted in following years by the consumer price index plus 1.25% per annum over the period of membership in the Fund.

Officers transferring from another Force into the BTP whose pensions are protected in the Home Office may retain a form of protection on transfer, subject to confirmation from your current Force regarding your current pension arrangements and subject to the approval of the BTPA. It is your responsibility to ensure that BTPA is aware of any level of protection that you may have.

Those currently in protected 30 or 35-year final-salary schemes in their previous Force may be offered the terms and benefits of BTP’s 2007, 35-year pension scheme. Those who are protected in a 35-year final-salary scheme in their previous Force, either in permanent or tapered protection, may retain their protection as per their current arrangement. Any person who has already completed 30 years in a Home Office Force will be auto enrolled into the Authority’s Staff Scheme, which is subject to change.

Anyone drawing a Home Office police pension will be able to continue to do so. Membership of the pension schemes is not compulsory, and you will have the option to opt-out of either scheme within the first month of joining.

It is recommended that you obtain independent pensions advice if you are unsure of your position.



## The Recruitment Process (including how to apply)

Submit the following to us no later than **12 midnight on 30 June 2021**:

1. An email of support from your line manager, which includes from their perspective, your three key strengths and three areas of development. This should be sent to: [luke.price.3184@btp.police.uk](mailto:luke.price.3184@btp.police.uk)
2. A tailored CV (maximum of two pages), setting out your career history, responsibilities, and summary achievements.
3. You will also be required to answer the three competency-based questions outlined below (each answer capped at 500 words).
  - a. Describe how you have provided strategic leadership in diversity and inclusion. Your answer should explain the issue, your role and how the impact was measured internally and externally.
  - b. As a senior leader in a multifaceted stakeholder environment, can you describe your approach to developing partnership working whilst balancing competing needs to deliver successful outcomes?
  - c. As a senior leader, how have you successfully driven quality of service to the public through collaborative working? Your answer should explain the situation but focus on your role and the outcome.

**Please upload your CV together with your competency based responses as one Microsoft Word attachment.**

4. You will be required to upload a video file which sees you explain your motivation for applying. This video should be no longer than four minutes. As you know, video files tend to be large so please send these to [luke.price.3184@btp.police.uk](mailto:luke.price.3184@btp.police.uk) via 'We Transfer'. The link for use is as follows: <https://wetransfer.com/>
5. Please provide details of any business or other interests or any personal connections, which, if appointed, could be misconstrued, or cause embarrassment, Any conflicts of interest details here will not prevent you going forwards for interview but may, if appropriate, be explored with you during your interview to establish how you would address the issue(s), should you be successful in your application.

Your application will not be considered unless **all** the above have been submitted.

You will also be asked if you are applying for a guaranteed interview through the **Disability Confident** scheme.

### **Arrangements for Interview**

If you are successful and called for interview and you require any reasonable adjustments or arrangements to be made please make these known at the time you are called for interview.

If you are unable to meet the proposed assessment or interview dates, please let us know at the earliest opportunity. It is unlikely that it will be possible to offer alternative dates.

### **Further Information**

If you have any questions about the role itself or would like to discuss the post and your fit within the organisation, please contact Rachael Etebar, Director of People and Culture:

[Rachael.etebar@btp.police.uk](mailto:Rachael.etebar@btp.police.uk)

### **Appendix 1 – BTP Policing Plan**

<https://btpa.police.uk/publications/policing-plans/>

### **Appendix 2 – BTPA Annual Report**

[https://btpa.police.uk/livesite/wp-content/uploads/2020/07/BTPA\\_Annual\\_Report\\_2020\\_Artwork\\_Accessible\\_Spreads\\_1.pdf/](https://btpa.police.uk/livesite/wp-content/uploads/2020/07/BTPA_Annual_Report_2020_Artwork_Accessible_Spreads_1.pdf/)

### **Appendix 3 – Strategic Plan**

<https://btpa.police.uk/publications/strategic-plan>

