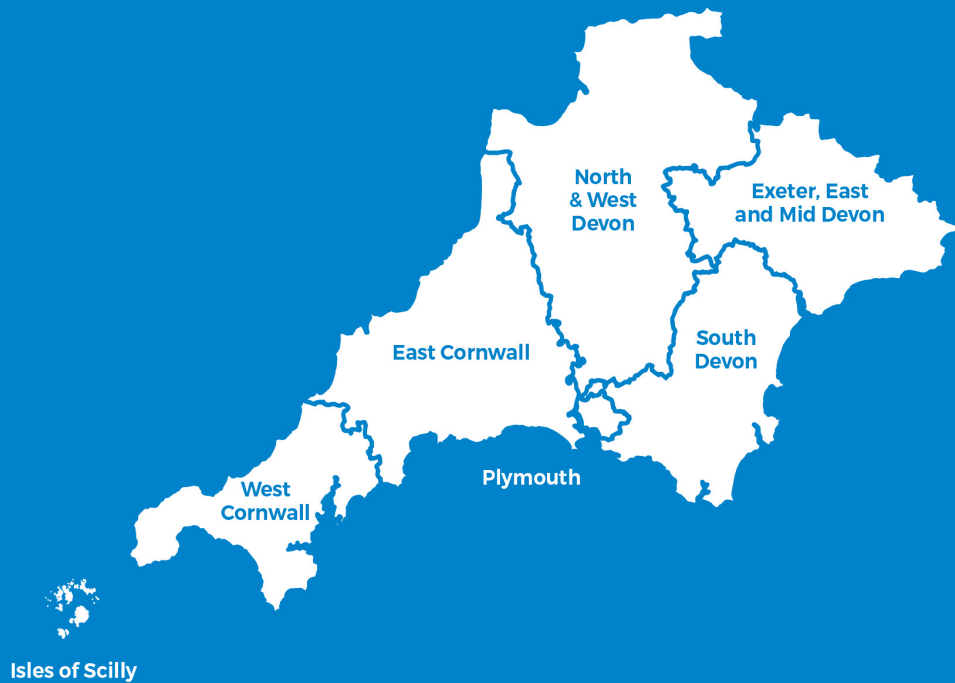


# Assistant Chief Constable Recruitment

## Information Pack



Devon & Cornwall  
**POLICE**



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# Introduction from Chief Constable James Vaughan



**James Vaughan**  
**Chief Constable**

Thank you for your interest in the role of Assistant Chief Constable, serving the communities of Devon, Cornwall and the Isles of Scilly. We are an ambitious force serving strong communities, committed to our unique style of policing and working closely with our partners. We are very proud of our connection to our community, our focus on them, and of being a very safe area with low levels of crime.

As a Chief Officer you will join a team of individuals dedicated to this amazing place and its people. You will work alongside our OPCC, within our strategic alliance with Dorset Police, and as part of the South West Regional Collaboration. The Force has been set an ambitious Police and Crime Plan by the Police and Crime Commissioner Alison Hernandez, which is being delivered alongside our vision and national policing outcomes.

The partnership landscape across the peninsula is strong but complex, and you will need the acumen to be an ambassador on behalf of the Force and deliver wider civic leadership.

I am looking for a Chief Officer to lead our Crime, Justice and Vulnerability Portfolio. You will be an experienced and strong leader, with a track record of delivery, who not only shares our policing philosophy but can add value and grip to our ongoing transformation programme to improve service standards and make us the safest Force area. If you are committed to delivering a sustainable approach to the prevention of crime, as well as bringing offenders to justice, reducing reoffending and protecting those who are most vulnerable then this may be the role for you. You will do this alongside our committed and talented workforce, offering leadership beyond your portfolio to the whole organisation.

I am looking for a leader who is committed to helping to strengthen our organisational culture to become more inclusive and empowering so all our staff can contribute fully to the objectives of the organisation.

We are working to become more representative of our communities and are particularly encouraging applications from female officers and or those from a black or minority background.

If you are keen to explore this role in beautiful Devon and Cornwall – a truly inspiring place to live and police – I look forward to hearing from you.

**Chief Constable James Vaughan QPM**

# The Crime, Justice and Vulnerability Portfolio

**The ACC Crime, Justice and Vulnerability (CJV) provides senior leadership, assurance and direction across the portfolio areas of:**

## Major Crime

The investigation of the most serious and complex offences, including homicide and high-risk cases. Ensuring the highest standards of investigative practice, governance, and victim care, deploying specialist capabilities and maintaining resilience for critical incidents. The portfolio also encompasses responsibility for the Coroners Services Manager and wider team, ensuring effective partnership working with HM Coroner, timely case progression, and the delivery of professional sensitive service to bereaved families.

## Local Investigation

The oversight of the Force's PIP 2 CID investigative capability, setting expectations for investigative quality, timeliness, supervision and decision-making. Providing governance and senior oversight of PIP 3 serious and complex investigations, ensuring proportionate command, effective use of SIO expertise and robust management of operational, reputational and organisational risk. Driving performance in case progression, evidence-led prosecutions, and victim engagement, ensuring consistency, timeliness, and public-facing accountability.

## Serious and Organised Crime (SOC)

The Force response to Organised Crime Networks (OCNs), working across regional and national partnerships to disrupt criminality, target the highest-harm offenders and strengthen the Force's serious organised crime capability. Responsibility for the proactive and reactive investigation of serious and organised crime that impacts on the communities of Devon and Cornwall and are tasked either dynamically as in the case of 'crimes in action' or through the Force Operations Tasking Group chaired by the ACC CJV.

## Criminal Justice

Leadership of the end-to-end criminal justice process, ensuring high-quality file standards, effective case building, and strong partnership working with the Crown Prosecution Service and HM Courts & Tribunals Service. Driving improvements in charge rates, timeliness, and victim satisfaction, while reducing attrition and ensuring compliance with disclosure obligations and procedural justice. The portfolio incorporates dedicated teams for reducing reoffending, managing out of court resolutions, and delivering victim and witness care, ensuring consistent focus on outcomes and service quality. It also includes the Crime Standards team, providing oversight of compliance and audit, alongside Strategic Support and Evidence Review, driving continuous improvement in case quality, file build standards and charge outcomes.

## Intelligence & Covert Authorities

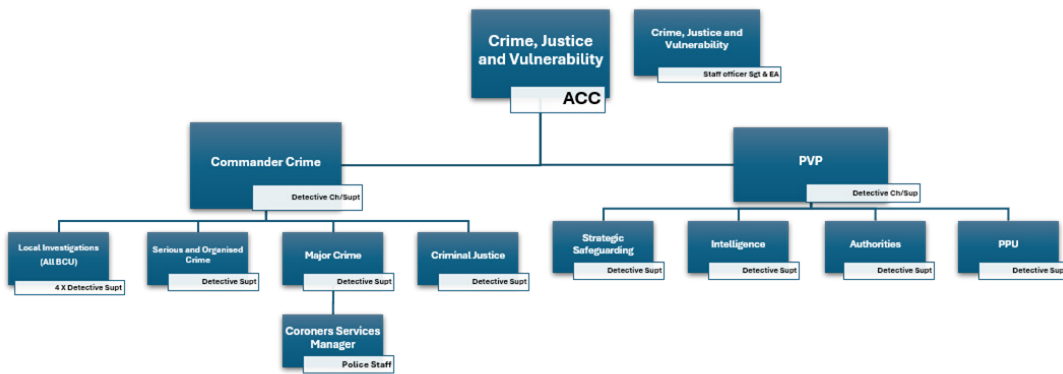
Responsibility for the Force Intelligence function, setting the strategic direction for intelligence development, analysis and tasking, and ensuring operational activity is threat-led and aligned to the Strategic Policing Requirement. The directorate plays a central role in tackling serious and organised crime, building intelligence pictures around networks, and ensuring resources are focused on the highest risk and harm. This is delivered in line with the National Intelligence Model (NIM), ensuring a structured and consistent approach to intelligence-led policing. The directorate also provide force-level intelligence assessments that inform leadership decisions, resource allocation and performance priorities, helping to identify emerging threats, change in crime patterns and vulnerability. Overseeing the governance and authorisation of Covert Operations Management Unit, requiring rigorous ethical leadership, legal compliance and confident decision-making. Ensures the lawful, proportionate, and ethical use of covert tactics under legislation such as the Regulation of Investigatory Powers Act 2000, with robust governance and compliance.

## Public Protection Unit (PPU)

The Public Protection Unit includes: Local Safeguarding Investigation Team (LSIT), Paedophile Online Investigation Team (POLIT), Management of Sexual Offenders and Violent Offenders (MOSOVO), Violent and Sex Offender Register (ViSOR), Multi-Agency Referral Unit (MARU - Cornwall), Multi-Agency Safeguarding Hub (MASH - Devon) and the Central Safeguarding Team (CST). Vulnerability reduction with a focus on identification and safeguarding of adults and children at risk of crime, abuse and exploitation is one of the highest priorities for the Force. The portfolio holder will be responsible for ensuring a victim-centred approach, high-quality investigations, and effective risk management in partnership with safeguarding agencies.

## Strategic Safeguarding

Strategic Safeguarding sits under the Protecting Vulnerable People command and leads the Force's strategic approach to safeguarding, ensuring alignment with statutory duties under the Children Act 1989 and Care Act 2014. Drives multi-agency collaboration, early intervention, and continuous improvement in protecting vulnerable people. The Strategic Safeguarding Improvement Hub is a multi-disciplinary team, within a multi-agency environment, with a mission to identify, develop and deliver improvements to the Force's safeguarding provision for all vulnerable members of the public.



# Devon & Cornwall Police Executive structure



Chief Constable  
James Vaughan



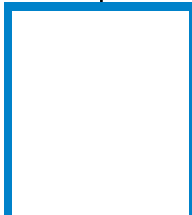
Director of Finance  
& Resources  
David Wilkin



Deputy Chief  
Constable  
Jim Colwell



Director of Legal,  
Reputation  
and Risk  
Mike Stamp



Assistant Chief  
Constable  
VACANT



Assistant  
Chief Constable  
Nikki Leaper  
(Contact and  
Specialist  
Operations)



Assistant  
Chief Constable  
Glen Mayhew  
(Local Policing)



Assistant  
Chief Officer  
People  
Alexis Poole



# Assistant Chief Constable Role Profile

## Location:

Devon & Cornwall Police HQ, Exeter, EX2 7HQ

## Salary:

£125,188 - £141,050

## Terms of Appointment:

The successful candidate will be appointed to the rank of Assistant Chief Constable on a permanent basis.

## Purpose:

As Assistant Chief Constable you will be responsible for contributing to the creation of the Force vision and setting the direction and culture for the Force as part of the chief officer team, building public and organisational confidence and trust, and enabling the delivery of an effective policing service. You will contribute to the development and implementation of the Force's delivery plan and be responsible for reviewing and driving performance and culture within your designated area of responsibility to ensure a professional, effective and efficient policing service is delivered in line with the direction and vision of the Force.

As Assistant Chief Constable you will be directly responsible for leading and commanding operational policing responses within your area of responsibility. You will also contribute to the development of regional and national policing within a specific area of expertise and may be accountable for national operations or standard setting.



## Assistant Chief Constable Key Responsibilities

- » Leading responses to particularly high risk and/or cross-force major events and serious investigations, setting strategic objectives and priorities, assessing and managing threat and risks and directing the deployment of resources to ensure an appropriate and effective response in line with legal and Force requirements.
  - » Representing the Force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to promote visibility, connect with the public and build confidence in policing.
  - » Developing and maintaining strategic partnerships and relationships with local and regional partners, enabling alignment on how best to collaborate and work together and deliver on shared outcomes.
  - » Effectively managing and encouraging development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in problem solving and evidence-based policing.
  - » Supporting the Chief Constable to create and embed an organisational climate that is inclusive, building confidence in doing the right thing, challenging barriers, promoting ethical behaviour, and maximising the value brought by different perspectives and experiences, by role modelling the right behaviours, remaining impartial and ensuring the right systems and processes are in place so that the Force is designed and operates in line with its values and ethics to enable successful policing.
- » Leading, motivating and engaging a team of senior policing professionals, developing and embedding strategies that promote workforce wellbeing, enable continuing professional development, regular review conversations and performance management and enabling identification and support for talent development, career planning and a high-performing team that contributes effectively to the achievement of Force objectives.
  - » Setting and managing budgets, resource plans and staffing strategies across their portfolio in line with the wider budget framework and the changing demands, capability and capacity of the workforce, to maximise the efficient use of resources, ensure the effective use of public spending, and maximise value for money.
  - » Leading the delivery of Force operational strategies and policing responses and investigations across own area of responsibility to ensure an efficient and compliant policing service, which enables effective law enforcement and public protection.
  - » Supporting the setting of the organisational and operational strategy for the Force, in alignment with wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement to provide an effective and efficient policing service that meets current and future policing demands.
  - » Effectively measuring, evaluating and reporting on performance within own area of responsibility and utilising findings to drive improvements in service delivery.

# Behaviours and Values

The competency and values framework (CVF) provides clear expectations for everyone working in policing. It describes the behaviours required by officers or members of staff, to be effective in their role and uphold the Code of Ethics. It will play a significant role in the recruitment of this role.

The CVF has six competencies that are underpinned by three values. Under each competency there are three levels that show what behaviours will look like in practice.

This role has been identified as Level 3.

## Competencies

We are emotionally aware

We take ownership

We collaborate

We support and inspire

We analyse critically

We are innovative and open-minded

## Values

Courage

Respect and empathy

Public service

Further information can be found [here](#).

## Eligibility Criteria

- » Officers who have who previously qualified as eligible for Chief Police Officer appointment by virtue of successfully completing the senior police national assessment centre (senior PNAC) and the strategic command course (SCC) will be eligible to apply.
- » Officers who have successfully completed the Executive Leaders Programme (ELP) will be eligible to apply.
- » Officers in cohort four of the ELP are eligible to apply, however their appointment will be subject to successful graduation from the ELP.



# The process

The process of selecting an Assistant Chief Constable will be carried out in accordance with the College of Policing guidance on the appointment of Chief Officers.

1 May 2026	Recruitment Opens
20 May 2026	Familiarisation Event
24 May 2026	Application Deadline
25 - 29 May 2026	Shortlisting
1 June 2026	Candidate Notified of Shortlisting Result
9, 10 or 11th June	Assessment and Selection

## Application process

Eligible candidates should download and complete a copy of the application form. Please refer to the application form and candidate guidance for details on its completion.

Completed application forms should be emailed to: [alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk](mailto:alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk) by the 24th May 2026.

## Familiarisation Event

To support candidates interested in this opportunity, a familiarisation event is taking place during the application window on the 20<sup>th</sup> May 2026. This event will give you an insight to Devon & Cornwall Police and will provide an opportunity to meet some of our leaders and stakeholders.

Candidates who are interested in attending the familiarisation event should contact Sergeant Simon Marks, Staff Officer via email to: [simon.marks@devonandcornwall.pnn.police.uk](mailto:simon.marks@devonandcornwall.pnn.police.uk)

A shortlisting process will take place the week commencing 25th May 2026. Assessment will be made against the Competency and Values Framework (CVF).

The shortlisting panel will be chaired by the Chief Constable.

## Assessment day

The selection and assessment will take place on 9th, 10th, or 11th June at Devon & Cornwall Police HQ, Exeter.

The process will consist of:

- » A presentation and interview panel consisting of senior executives from policing and partners, chaired by the Chief Constable
- » A community panel interview consisting of key stakeholders and community members, chaired by Dinah Cox, Non-Executive Director Inclusion and Race Equality

Further details will be made available to shortlisted candidates.

Following the assessment days, a preferred candidate will be notified.

## Vetting

The preferred candidate will be subject to the required vetting and medical checks. If relevant, references will be checked, and the preferred candidate's previous force will be contacted.

## Appointment

Subject to the outcome of the pre-requisite checks, a formal confirmation of appointment will be made.

## Further information and support for candidates

If you would like any further information about the process or would like to request a reasonable adjustment, please contact the Resourcing Team via: [alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk](mailto:alliance-policeofficerpostingsandpromotions@devonandcornwall.pnn.police.uk)



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