



Ref:

Date:

Dear Candidate

Appointment for Chief Constable, Kent Police

Thank you for your interest in the announcement that we are seeking a new Chief Constable for Kent Police. I am delighted that you have registered an interest in this pivotal role, leading Kent Police through a range of significant policing challenges anticipated over the coming years.

I am seeking an inspirational leader capable of building on recent achievements and I am determined to ensure that the people of Kent receive an exemplary policing service during my tenure as Police and Crime Commissioner. In order to deliver against my expectations I am seeking an individual who:

- Has a significant track record of developing, implementing and leading strategies which have been successful in **cutting crime and catching criminals;**
- Demonstrates a commitment to **visible community policing, despite living in a time of significant austerity;**
- Has previous experience of developing, implementing and leading strategies where **victims and witnesses have been placed at the heart of policing;**
- Provides substantial evidence of being innovative and creative in order to effectively **protect the public from serious harm;**
- Demonstrates a proven background of leading complex change programmes where **value for money** has been delivered.

To assist you with your application you will find the following documents attached to open and where appropriate complete:

- Chief Constable Kent Police Information Pack
- Competency Based Application Form*
- Equal Opportunities Form*
- Job Description
- Policing Professional Framework
- Benefits Statement

*To be returned as part of your application.

You should note the following key dates: closing date for applications to be returned is **08:00 on Monday 18th November**. Shortlisting will be completed by **Friday 22nd November 2013**.

There will be a candidate briefing day on **Wednesday 4th December 2013** and interviews will be held on **Tuesday 10th** and **Wednesday 11th December 2013**.

The appointment will be subject to a Confirmation Hearing of the Police and Crime Panel on **Friday 20th December**.

Completed applications should be marked Private and Confidential and sent by email to:

Contactyourpcc@pcc.kent.pnn.police.uk

The successful candidate will be required to pass both medical and vetting checks.

References will be taken up for those candidates who are successful at the short listing stage.

We look forward to receiving your application.

Yours sincerely

Ann Barnes
Police and Crime Commissioner for Kent