



**Application for the post of
CHIEF CONSTABLE**



**Kent
Police**

Kent Police

NAME OF APPLICANT:

<p>FOR OFFICE USE ONLY</p> <p>APPLICATION NO:</p> <p>.....</p> <p>Date Received:</p> <p>.....</p>
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ANNEX D

INSTRUCTIONS FOR COMPLETION

Chief Police Officer – Chief Constable Kent Police

Competency-Based Self Assessment Application Form

Private and Confidential

Before completing this application form you are advised to read the instructions for completion (below).

You are strongly advised to read the job description and personal qualities / competencies, the policing priorities and the statement provided in the covering letter for applicants from the PCC.

- The form should be hand written in black ink or completed in Arial 11 point typeface.
- You are required to complete all sections of the form. You can increase the space for each question if you require more room. Candidates are requested to be concise.
- It is imperative that you are open and honest with your answers. Evidence needs to be specific and focused on **your personal involvement/experience and actions**. The evidence you present must be from within the last three years. The appropriateness of your application will be determined by the extent that your evidence relates to the competency area being asked about, how thoroughly you respond to the questions asked and how appropriate your examples are in relation to the issues facing Kent Police.
- At the end of each section in **Part Three**, you are required to provide a verifier who can vouch for the accuracy of the information you have provided. As part of the assessment this person may be contacted to verify the information provided.
- It is your responsibility to ensure the application form is completed and returned by email to contactyourpcc@pcc.kent.pnn.police.uk
- It is your responsibility to ensure the form is returned by **08:00 on Monday 18th November**.
- The successful applicant will be appointed subject to satisfactory references, medical and security vetting.

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PART ONE

Last Name:		Forename(s):	
Current Job Title:		Current Force & Dept/Unit/Division:	
Work Address:		Correspondence Address:	
Telephone:		Telephone:	
E-mail:		E-mail:	
Please provide details of any special arrangements you would require on the day of your assessment (e.g. building access):			
The Police and Crime Commissioner for Kent is committed to equality and diversity and welcomes applications from all suitably qualified candidates			
Current vetting level:		Date of expiry:	
Social Media & Vetting: If you are shortlisted, we will view the social media accounts you use. Please fill in the below with your details, but they will only be viewed if you are shortlisted.			
How often do you use social media?		Daily/Weekly/Monthly/Occasionally/ Never <i>(Please delete as appropriate)</i>	
Which of the following Social Media Sites do you currently use or have used in the past?		Twitter / Facebook / LinkedIn / Pinerest / Google+ / YouTube / Flickr / Instagram / Other (Please state) <i>(Please delete as appropriate)</i>	
<p>I confirm I am happy for the Office of the Kent Police & Crime Commissioner to look at my publicly appearing messages and those images in all of my social media accounts but only if shortlisted for the post. I understand that if I am not shortlisted following receipt of this application form, none of my social media accounts I supply will ever be viewed.</p> <p>Please type full name here to confirm: Date:</p>			
Please list the names of ALL of your Social Media Accounts below:			

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Previous Role Title:		Force:	
Start Date:		Finish Date:	
Brief description of role and responsibilities, including key achievements:			

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Previous Role Title:		Force:
Start Date:		Finish Date:
Brief Description of role and responsibilities, including key achievements:		

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Details of relevant training attended

Please list any educational qualifications you consider are relevant to the role for which you are applying.

Colleges, university attended or correspondence courses taken	From	To	Qualifications and grade attained

Please list any training courses attended that you consider are relevant to the role for which you are applying.

Course Title	From	To	Summary of course contents

Please provide details of any Equality, Diversity and Human Rights training you have received.

Course Title	From	To	Summary of course contents

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Question 2 – Leading strategic change

How will you support the Kent Police and Crime Commissioner in setting the Force’s strategic direction, and be accountable for its implementation?

Applicant’s Response (Max 500 words)

Date of example(s) provided:

Referee:

Contact Number and e-mail address:

Official Use – Assessor Notes

Rating:

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Question 3 – Managing performance:

Please outline evidence of your experience of evaluating and improving performance, that gives a quality service to local residents, without rigid organisational performance targets.

Applicant’s Response (Max 500 words)

Date of example(s) provided:

Referee:

Contact Number and e-mail address:

Official Use – Assessor Notes

Rating:

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Job related experience 1 – Delivering value for money:

Demonstrate how you have led strategic change and made improvements to ensure effective and efficient use of resources, especially against a national backdrop of reduced funding. Please also outline how you would do so in the coming years in Kent.

Applicant’s Response (Max 500 words)

Date of example(s) provided:

Referee:

Contact Number and e-mail address:

Official Use – Assessor Notes

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Job related experience 2 – Placing victims and witnesses at the heart of policing:

Please provide evidence of your previous experience of developing, implementing and leading strategies where victims and witnesses have been placed at the heart of policing, and outline how you will do so if appointed as the Chief Constable.

Applicant’s Response (Max 500 words)

Date of example(s) provided:

Referee:

Contact Number and e-mail address:

Official Use – Assessor Notes

Rating:



PART FOUR

Please give details below of any outstanding criminal investigations/convictions, and/or disciplinary proceedings being carried out in relation to your conduct and of any previous disciplinary offences which have not been expunged.

[Empty rectangular box for providing details of criminal investigations, convictions, or disciplinary proceedings.]

Number of days sickness absence over past 12 months.

[Empty rectangular box for providing the number of days sickness absence over the past 12 months.]

Please give details of any relationships to Individuals / Officers of Kent Police or Police and Crime Commissioner. (Answer 'none' if no relationship exists).

[Empty rectangular box for providing details of relationships to Kent Police or the Police and Crime Commissioner.]

DECLARATION

I apply for the appointment of Chief Constable in accordance with the terms of the selection process and I declare that, to the best of my knowledge and belief, all the statements contained in this form are correct.

Signature:..... (Please type full name here)

Date:.....