

Role Profile

Job Title	Executive Director of Policing and Reform	Job Ref	
Team	Police, Crime and Reform	Grade	
Reporting to	Chief Executive	Date last revised:	March 2024

Role Purpose (2-3 sentences to capture the reason why the role exists/purpose of the role)

The Executive Director will be the MCA principal policing specialist and advisor to the Mayor and MCA team. You will work closely with the Chief Executive and statutory officers, taking a lead role in shaping the Mayor’s Police and Crime plan priorities and leading work to create ever closer ties between the work of local authorities, health service providers, criminal justice agencies, blue light services and our communities.

With a focus on early intervention and prevention you will seek out opportunities to transform services to support people and communities to thrive, improving outcomes for our people and communities. Particular priorities of the role will be to ensure ongoing increases in the trust and confidence of all of South Yorkshire’s communities in policing and the support provided for victims.

As a member of the Executive Leadership Board, you will help shape an agile, pro-active, and responsive organisation that is; ‘fleet of foot’, develops innovative policy and is high performing in the delivery of agreed priorities.

In addition to its core strategic role working across the organisation and leading on policing and reform the role will manage a portfolio of services and workstreams that support and enable the organisation to; function effectively, operate in an agile manner and deliver high performance outcomes. The ED will also undertake additional responsibilities where necessary commensurate with the seniority of grade.

Principal Accountabilities (list 8 – 10 key responsibilities in order of importance)

Act as a member of the Executive Leadership Board (ELB), working with the Chief Executive and ELB colleagues to lead and develop the wider team.

Provide significant contribution to the creation of a meaningful vision for the Mayoral Combined Authority and delivery focussed policies that will translate into operational reality.

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Act as the key MCA adviser to the Mayor and Deputy Mayor in respect of policing, crime and criminal justice matters, providing independent, timely and expert advice, identifying and progressing matters requiring decision, scrutiny or action.
Ensure the work of police and crime system is making an effective contribution to the delivery of the MCA's wider objectives including good growth, better health outcomes, a safe and effective transport system and addressing the climate emergency.
Build a strong relationship with the South Yorkshire Local Resilience Forum representing the MCA Executive in emergency planning and preparedness arrangements, escalating risks as appropriate.
Lead the Police and Reform directorate to develop the Mayor's Police and Crime plan and an innovative reform programme working in partnership to intervene early, reduce demand and improve outcomes and improve confidence.
Maintain a focus on the importance of the role of policing within integrated neighbourhood teams and specifically the role of neighbourhood policing, ensuring effective and sustained community engagement as the foundation of the Crime and Policing Plan.
Lead the development of effective relationships with the Chief Constable, other members of the Command Team and the Force in general, to ensure that the Mayor and Deputy Mayor's PCC statutory duties are met and that the Mayor, Deputy Mayor and SYMCA are fully engaged with the Force.
Lead the police and reform function in its scrutiny of the operational and corporate performance of the police force maximizing the quality of service delivered to local people and promoting fairness and equality within the directorate and the Force.
Supporting and advising as appropriate on the appointment of Chief Officers, and in relation to cases of complaints or disciplinary action affecting senior officers ensuring proper and adequate legal advice is obtained where appropriate.
Oversee the development of a series of multi-agency reform programmes to ensure the integration and cohesion of the plans, proposals and activities across the portfolio. This requires ensuring that inter-related issues are addressed in a holistic and interlinked way.
Work closely with the Executive Director of Resources and their team to manage, deploy and co-ordinate all resources in a well-planned and controlled manner, ensuring that service requirements and resource levels are fully identified. Likewise with the Executive Director of Policy and Strategic Development.
Develop evidence based, relevant business plans and proposals including those into government so that the organisation is policy led and takes an investment approach informed by policy, to ensure the most impactful application of available funds and resources.
Develop constructive and collaborative relationships with a wide range of stakeholders across the complex partnership and devolution environment, acting as an ambassador to promote South Yorkshire interests, generate commitment and consensus and influence accordingly. This includes government bodies and agencies, local authorities, and partners at a local, national and international level. Promoting and developing effective working relationships at a local, regional and national level with MPs, the Home Office, Ministry of Justice, HMICFRS, IOPC, criminal justice and health partners.

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Provide proactive leadership within the South Yorkshire Integrated Care Partnership in developing and strengthening a joint approach to health and justice, working with NHS partners. In particular, strengthening the joint approach to mental health, the health care of vulnerable children and young people, the well being of people in prison, the continuity of care after custody, community treatment services and for victims.
Identify and evaluate opportunities and risks for the portfolio, developing the direction of travel and scanning the external political environment to anticipate impact of external forces and future issues. Positively challenge current thinking and respond appropriately to challenges, opportunities or threats.
Develop and maintain the overall Policing and Reform vision and strategy for South Yorkshire, leading on formulating and shaping the major solutions to regional transport challenges together with long-term strategy across the region to position South Yorkshire as a place people want to live, work and invest.
Be the credible, proactive and commanding voice for the MCA across all aspects of the Policing and Reform agenda in international, national and local settings, representing and promoting the interests and strategic aims of the region.
Delegate accountability and authority in the portfolio effectively and empower staff to take responsibility to deliver and take decisions, to embed a culture of accountability, drive high performance, and help the organisation function effectively.
Lead transformation and continuous improvement within the relevant areas of the organisation, to ensure services and teams are designed to support the organisation achieve its objectives in the most effective and efficient way. This includes overseeing and implementing wide-reaching change and turnaround efforts in underperforming services.
Ensure the organisation’s values and behaviours are core to way the service is managed and a requirement to developing staff (not just empowering them) in delivering on our objectives.
Ensure the provision of integrated and accurate data and records as required.
Actively promote equality of opportunity, work towards eliminating discrimination and promote good relations between all groups of people.
Ensuring that policing in South Yorkshire is accountable to local people through the implementation of effective communication, consultation and community engagement plans that sit alongside business priorities.
Undertake any other duties commensurate with the role as requested by the Chief Executive.

Knowledge required for this role covering qualifications, experience, and skills

Key
E = Essential / D = Desirable

E/D

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Knowledge of a Combined Authority’s partnership, stakeholder and political landscape.	D
Significant experience of senior executive leadership in a complex organisation subject to political or government scrutiny.	E
Extensive experience of developing strategies, plans, and programmes.	E
Experience of leading and managing teams, including directing operational teams.	E
Ability to forge partnerships and establish relationships with a wide range of partners and stakeholders.	E
Ability to influence and engage others and generate support for and commitment to the MCA's vision and plans.	E

About the Role – SYMCA’s Behaviours

Collaboration	<ul style="list-style-type: none"> We nurture a supportive environment where new ideas are welcomed. We are stronger when we work together as one team. We actively engage with colleagues, stakeholders and partners. We manage expectations and communicate our intentions and needs effectively.
Integrity	<ul style="list-style-type: none"> We are an ethical, transparent, and inclusive organisation. We endeavour to reduce inequalities in South Yorkshire. We strive to do the right thing. We have a respectful environment where unethical behaviour can be challenged.
Ambition	<ul style="list-style-type: none"> We aim for innovation, adapting to changing circumstances. We work together towards common goals, overcoming barriers. We are passionate and strive for excellence, with a relentless focus on delivery. We shout about our successes internally and externally.
Accountability	<ul style="list-style-type: none"> We take pride in our role and are publicly responsible for our results. We are a community and businesses-focused organisation. We listen to feedback, working to solve problems. We offer a safe space to own our successes, mistakes, and setbacks.

Approvals

Colleague name:	Signature:	Date:
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Role Profile

Line
Manager
name:

Signature:

Date: