Sovereign Base Areas - Cyprus

Senior Police Officer Recruitment

Chief Constable

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The Sovereign Base Areas

The Sovereign Base Areas are the United Kingdom’s permanent sovereign bases in the Eastern Mediterranean. The two Sovereign Base Areas cover approximately 100 square miles of southern Cyprus and are the home of some of the United Kingdom’s most valuable defence and security assets.

The Bases are a Sovereign State, independent of the Republic of Cyprus and the United Kingdom, with its own laws, Attorney General and Courts system.

The SBA Administration maintains a civilian police force (SBA Police) of 241 officers, which has primacy for all criminal law enforcement within the bases and the military stations. 237 of the SBA police are locally employed Greek and Turkish Cypriots. The four most senior officers are UK national positions; the Chief Constable, the Deputy Chief Constable and the two Divisional Commanders for the Eastern and Western Divisions. All Police Officers are highly trained and professionally accredited to UK police standards.

The Challenge

The SBA Police face significant challenges in addition to routine policing, in relation to Counter Terrorism, Public Order, Organised Crime and Counter Corruption. Furthermore, the history and location of the Bases create unique
political, jurisdictional and operational circumstances in operating effectively across international boundaries with the Republic of Cyprus, the United Nations Buffer Zone and the Turkish controlled northern areas of Cyprus.

The Sovereign Base Areas Administration (SBAA) is seeking to fill the post of Chief Constable.

The Role

The Chief Constable (CC) is responsible for the Strategic Leadership of the force in the same way as a Chief Constable would be in the United Kingdom. The Chief Constable plays a key role in supporting the Administrator on strategic policing, counter terrorism, security and public safety issues affecting the Bases and our international partners. The post is located in the Police HQ in Episkopi.

Chief Constable Job Description

Person specification

You will have:

- Recently served, or still be serving with the UK Civil Police (Home Office force in England or Wales, PSNI, Police Scotland or a British Overseas Territory) at a substantive rank of at least Assistant Chief Constable.
- A track record of exceptional strategic leadership embracing the command of law enforcement officers and senior levels.
- The ability to embrace personal accountability and to hold individuals and the organisation to account for performance and behaviour.
- Experience of implementing successful organisational change and innovation to improve service delivery.
- Skills in developing people and inspiring others, promoting values, behaviours and strategic organisational priorities.
- Skills in engaging and influencing multi-agency stakeholders in a political environment and able to use a wide range of high impact communication and negotiation techniques;
- Experience of Serious and Organised Crime, Counter Terrorism, Public Order Policing.
- Completed and passed the Strategic Command Course.
You will be a qualified and operationally competent Strategic Firearms Commander and Strategic Public Order Commander or achieve those qualifications within six months of appointment.

Experience of senior leadership in a complex policing and partnership with the Civil Service and other public sector partners is highly desirable.

Experience of working with the UK Military or in an international context will be an advantage.

You must hold a valid UK licence and be able to drive.

The successful candidate must be DV cleared or achieve DV clearance on appointment.

**Competences**

Your application and, if short listed, your interview, will be assessed against the following competences at Level 3 of the NPCC Competency Values Framework:

- We are emotionally aware
- We take ownership
- We are collaborative
- We deliver, support and inspire
- We analyse critically
- We are innovative and open minded

**Employment Package**

The successful candidate will be appointed on a fixed term contract with the SBAA. The length of the contract will be negotiable, up to a maximum of four years.

The role will attract a fixed salary package between £95,000 and £110,000 depending on previous rank and experience.

Civil Service Pension Scheme.

The Chief Constable is expected to work a 42-hour week and demonstrate flexibility to meet the operational and strategic requirements of the role.

Non-taxable relocation related expenses will be paid direct to the individual.
Benefits Package

The successful candidate will, in most circumstances, be provided with rent free furnished military accommodation in the Western Sovereign Base Area. They will also receive or have access to:

- Removal and Relocation expenses
- The Cyprus Cost of Living Allowance (COLA)
- Primary and Secondary Health care for them self and approved dependants
- UK standard children’s education provision up to age 18
- Access to Military Sports facilities

Application Process:

Interested Officers are required to submit a detailed professional CV addressing the requirements of the role and a statement of suitability reflecting the competences.

The CV must include telephone and email contact details.

The statement of suitability must be no more than two sides of A4.

Interested officers are invited to contact the Chief Officer of the Sovereign Base Areas Administration, Mike Smith on +357 25963755 or mike.smith181@mod.gov.uk for further information.

Candidates are to submit their applications electronically to: Lisa Stephens, Head of Civilian HR, email: lisa.stephens874@mod.gov.uk by 23:59 on 7 February 2020.

Shortlisting will take place in the following week/s and successful candidates notified immediately thereafter.

Familiarisation visits and interviews for those shortlisted are likely to be held early in March 2020.

It is expected that the successful candidate will take up their appointment as soon as possible in 2020.