

Job Summary

Head of Information Systems for South Yorkshire Police & Humberside Police



South Yorkshire
POLICE

Service:	Information Systems	Grade:	Executive 6	Salary:	£76,026 - £83,739
Reporting to:	Director of Finance (SYP)	Location:	South Yorkshire & Humberside	Hours:	37

Your job

This is an exciting time to join the collaborative IS service between SYP and HP. Both Forces are seeking to optimise their digital infrastructure and embrace new technologies. A new IS leadership team has recently been appointed to and the post-holder will have the ability to influence the future structure and shape of IS delivery. The role will be visible to both senior leadership teams, providing regular communication around all IS opportunities and challenges. Technology is a business critical factor in operational delivery and the successful candidate will be of critical importance to enabling effective performance.

Accountability

- ✓ Developing, gaining approval for and implementing the long term IS strategy to support the business' aims and objectives of both Forces.
- ✓ Developing, gaining agreement to and achieving annual plans and budgets for the department which align with the Force's business plans and policies.
- ✓ Managing and controlling the department's operations to maintain the security, integrity and performance of ongoing computing, network and communications services to agreed SLAs and established KPIs.
- ✓ Advising the Chief Constables and senior management on the development and use of IS technology to enhance the effectiveness of the Forces.
- ✓ Leading the development of the department's policies and standards to ensure compliance with the Forces' guidelines, regional initiatives and regulatory frameworks and managing their implementation.
- ✓ Planning and controlling the identification, procurement bid case and commissioning of the resources necessary (including all hardware, software, and people) to meet the agreed IS strategy within the Forces' budgetary and policy framework.

Our values

VALUES

All roles are expected to know, understand and act within the ethics and values of the Police Service:

Impartiality

Shows impartiality throughout all dealings with colleagues, partners and members of the public.

Integrity

Understands and reinforces expectations of professional behaviour and openly recognises good or bad performance. Maintains highest levels of professionalism, making sure to always uphold values and ethical standards of the police service.

Public Service

Acts in the interest of the public, first and foremost. Shows resilience and takes personal responsibility for delivering the best possible outcomes for the public.

Transparency

Transparent in the actions, decisions and communications with colleagues and the public. Honest and open in interactions and decision-making.

- ✓ Leading the department's contribution to regional and national developments in IS to achieve the optimum solutions for policing and to protect the Forces' interests.
- ✓ Developing and maintaining constructive relationships with suppliers, contractors and IS management in the Police Service / Home office for the benefit of the Forces and to protect the Forces' interests.
- ✓ Providing leadership and motivation to the IS department staff so they contribute fully to the achievement of the department's objectives.
- ✓ Line managing the performance and development of direct reports and their staff to ensure all staff are operating effectively.

The role's performance will be assessed and measured by:

- ✓ Continuing performance and availability of all systems.
- ✓ Delivering SLAs within budget, in particular the objectives of new joint collaboration.
- ✓ Meeting established Key Performance Indicators (set nationally).
- ✓ User satisfaction.
- ✓ Delivery of new or changed products and services to agreed business requirements and budget.

Our Competencies

The Competency and Values Framework (CVF) has 6 competencies that are clustered into three groups. This role should be operating, or working towards, the following levels:

Resolute, compassionate and committed

Emotionally Aware; Makes the effort to understand self, colleagues and those served. Genuinely engages with and listens to others, making efforts to understand needs, perspectives and concerns. Uses these insights to inform our actions and decisions.

Takes Ownership; Takes personal responsibility for role and accountabilities, but does not let this prevent being effective or taking appropriate risk. Makes decision at appropriate levels and in appropriate areas, having a clear rationale and accepting responsibility for decisions. Seeks feedback, learns from mistakes and reflects to improve future practice.

Inclusive, enabling and visionary Leadership

Works Collaboratively; Looks beyond traditional boundaries to create the best possible outcomes. Builds genuine and long-lasting partnerships that focus on collective aims, making sure partners feel respected and valued in all dealings with them.

Delivers, supports and Inspires; Understands the vision for the organisation. Uses organisational values in day to day activities as a role model to provide inspiration and clarity to colleagues and stakeholders. Works to create the right climate for people to get the job done to the best of their abilities, ensuring a culture of mutual respect and support

Intelligent, creative and informed policing

Analyses Critically; Analyses information, data, viewpoints and combines the best available evidence to understand the root causes of issues. Combines insight and evidence-based approaches to help make decisions, accepting won't always have the answers but will always try to gather facts and robust information to think tactically and strategically.

Innovative and open-minded; Has an inquisitive and outward-looking nature, searches for new information to understand alternative sources of good practice and implement creative working methods. Maintains an open mind to identify opportunities and create innovative solutions.

Our ideal candidate

Our ideal candidate will have:

- Good theoretical ICT understanding, typically from a University education, and a professional qualification in a relevant ICT discipline.
- Good business and commercial understanding and analysis of needs to be able to develop appropriate long term cost effective systems solutions in a rapidly changing business and technical environment.
- Ability to advise and secure the commitment of senior management users on the best IS approach for the overall benefit of the Forces.
- Political awareness and inter-personal skills to be able to develop relationships and influence a wide variety of stakeholders on behalf of the Force and the IS department.
- Detailed understanding of the Police Force's operational needs and how ICT services must respond and adapt to meet them.
- Prior experience of leading and managing professional staff over multi sites.
- Prior experience of designing and managing organisations, teams and roles.
- Prior experience of leading change programmes and ensuring efficiencies through new ways of working.
- High level leadership behavioural competencies.

How to apply

For further information about this post please, contact Nigel Hillier on 0114 2523435. Please do not contact this numbers regarding the recruitment process.

To apply for this post please submit your CV & a Covering Letter to Michelle.Webster@southyorks.pnn.police.uk.

Closing dates are not normally extended, other than in exceptional circumstances and an agreement is made with the HR Manager - Recruitment and the Line Manager for the role.

Our offer to you

SYP offers generous entitlements and supportive policies to enable a better work-life balance:

- Generous Annual Leave allowance
- Flexible & Agile Working
- Generous 'family' leave
- Reward Leave (additional 1-2 days annual leaves to reward employees with no sickness/absence)
- Voluntary CPD Events for all staff to allow continuous development
- Mentoring & Coaching Scheme
- Paid Professional Subscriptions when relevant to role
- Access to range of Occupational Health facilities
- Employee Assistance Service – (accessible 24/7)
- Additional benefits for Westfield Health members
- Cycle to work scheme
- Sports and Social Club
- Free travel pass offered for the first month of employment – (through Travel South Yorkshire)
- Generous Pension Scheme

Applicants must meet the minimum checkable history criteria, which must be taken into account for all individuals applying to work with South Yorkshire Police in any capacity. A minimum checkable history period of five years has been identified for this role and successfully undergoing the recruitment vetting procedure is a pre-requisite of employment with South Yorkshire Police.