

West Midlands POLICE

Assistant Chief Constable

Appointment Brief
November 2026



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Message from the Chief Constable



Thank you for your interest in the role of Assistant Chief Constable.

West Midlands Police is a rapidly improving force with a firm grip on reducing crime and putting people at the heart of everything we do.

We are the second largest police force in the country and getting the right people into senior roles to continue this work is crucial.

People should be at the centre of our work – informing how we prevent harm, protect the public and build trust and confidence.

In a region of more than three million people, we are home to rich and diverse communities, and we must continue to be trusted and visible so we can work together to prevent and tackle crime.

I am very clear in my vision for West Midlands Police and how you, as Assistant Chief Constable, will be able to support that.

It is underpinned by four key objectives:

- Preventing crime, anti-social behaviour and road casualties
- Protecting people
- Bringing offenders to justice
- Policing without fear or favour

This will help us to deliver an outstanding police service which can reduce harm by working collaboratively with all communities and partners. We will be victim-focused and support with care, compassion and cultural competence to listen and engage with everyone we serve.

West Midlands Police will continue to reinforce our inclusive working environment and place wellbeing at the heart of our work. By applying for the role of Assistant Chief Constable, you will play a vital part in fostering a leadership style embedded in public service ethics.

As a police leader, you will be able to demonstrate leadership in a challenging and complex urban policing environment and have a proven track record in effective strategy and performance to keep West Midlands Police at the forefront of policing.

To find out more about this outstanding opportunity, contact Lucia Leon (Chief of Staff) lucia.leon@westmidlands.police.uk



Chief Constable
Scott Green



About West Midlands Police

West Midlands Police is the second largest police force in the country, covering an area of 348 square miles and serving a population of 3 million people.

The region sits at the very heart of the country and covers the three major centres of Birmingham, Coventry and Wolverhampton. It also includes the busy and thriving districts of Sandwell, Walsall, Solihull and Dudley.

An average of 170,000 motorists travel through the region daily, making its motorways some of the busiest in Europe.

Against this backdrop, the force receives more than 2,000 emergency calls for help every day, patrols the streets, and responds to incidents 24 hours a day, seven days a week.

Leisure, retail and conference amenities, extensive canal networks, together with Premiership and Championship football teams, attract millions of visitors annually. The majority of the area is densely populated with some rural areas. The region's economy has diversified from its historic heavy industry roots of the Industrial Revolution. With the decline in traditional manufacturing, both the public and private sectors have rejuvenated the area.

Birmingham has a commercial and shopping area which is among the largest in Europe. This is complemented by a wide range of social amenities such as the National Exhibition Centre, National Indoor Arena, the International Convention Centre, theatres, galleries and many large conference facilities. The area boasts a thriving nightlife, centred around Birmingham City Centre.

West Midlands hosts a number of Premiership and Championship football clubs together with many others in the other leagues. The region is well served by rail and road links, with two HS2 stations planned in our area. Road and rail travel is supplemented by significant air traffic through Birmingham airport. The area is proud of its academic institutions, being home to a number of universities located in Birmingham, Coventry, Walsall and Wolverhampton.

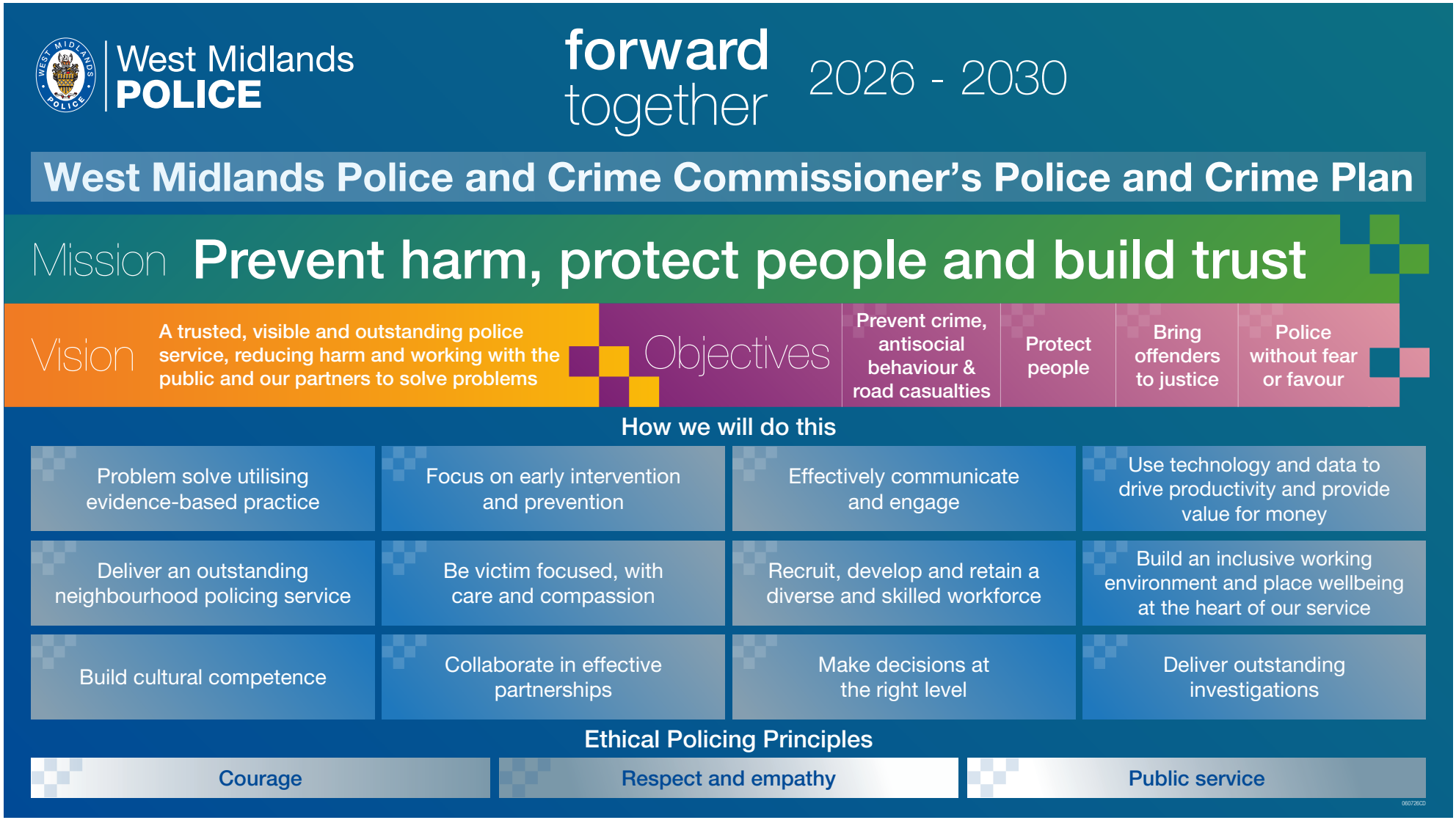
The population of the West Midlands is diverse. One of the youngest populations in the UK, and at around 33%, the black and minority ethnic population is significantly above the national average. Approximately 10% of the population were born outside of the UK. The average earnings and house prices for the region are lower than the national average. The 2021 Census indicated that more that 61% of West Midlands residents report having a religious affiliation. There are seven local authorities within the area, Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton, each with a Community Safety Partnership.

West Midlands Police is improving rapidly, having left “Engage” status in record time. 999, 101 and Response performance are amongst the best in the country. Crime is falling and arrests and outcomes are increasing. The Force hosts a Counter-Terrorism Unit, West Midlands ROCU, and the National Ballistics Intelligence Service. Local policing is delivered through seven Local Policing Areas (“LPAs”), each headed by a Chief Superintendent and coterminous with local authority boundaries.

West Midlands Police have a reputation for continuous improvement, innovation and empowering leadership with an ability to continuously evolve and meet changing needs.



Our Mission, Vision and Objectives



Role Profile

Job Title:	Assistant Chief Constable
Salary:	£129,570 - £145,986 pa with annual pay awards (where awarded nationally)
Function:	Force Executive Team
Reporting To:	Deputy Chief Constable
Locations:	Lloyd House Police Headquarters, Birmingham (with travel across West Midlands as required)
Role Purpose:	The Assistant Chief Constable is responsible for contributing to the creation of the vision and setting direction and culture for the force as part of the chief officer team, building public and organisational confidence and trust, and enabling the delivery of an effective policing service. They contribute to the development and implementation of the force's delivery plan. They are responsible for reviewing and driving performance and culture within their designated area of responsibility to provide a professional, effective and efficient policing service in line with the direction and vision of the force. The Assistant Chief Constable is directly responsible for leading and commanding the operational policing responses within their area of responsibility. The Assistant Chief Constable contributes to the development of regional and national policing within a specific area of expertise and may be accountable for national operations or standard setting.



Key Responsibilities:

Key responsibility statements show the accountabilities for someone in this role. They focus on what is done, not how it is done.

- Liaising with the chief officer team to develop operational plans to enable the effective and compliant implementation of the force delivery plan within their area of responsibility.
- Leading responses to particularly high risk and/or cross-force major events and serious investigations, setting strategic objectives and priorities, assessing and managing threat and risks and directing the deployment of resources to ensure an appropriate and effective response in line with legal and force requirements.
- Representing the force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to promote visibility, connect with the public and build confidence in policing.
- Developing and maintaining strategic partnerships and relationships with local and regional partners, enabling alignment on how best to collaborate and work together and deliver on shared outcomes.
- Representing the force, whilst maintaining operational independence, and liaising with the Office of the Police Crime Commissioner (PCC) to provide operational information in relation to their area of responsibility to enable the PCC to provide public assurance.
- Effectively managing and encouraging development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in problem solving and evidence-based policing.
- Supporting the Chief Constable to create and embed an organisational climate that is inclusive, building confidence in doing the right thing, challenging barriers, promoting ethical behaviour, and maximising the value brought by different perspectives and experiences, by role modelling the right behaviours, remaining impartial and ensuring the right systems and processes are in place so that the force is designed and operates in line with its values and ethics to enable successful policing.
- Leading, motivating and engaging a team of senior policing professionals, developing and embedding strategies that promote workforce wellbeing, enable continuing professional development, regular review conversations and performance management and enabling identification and support for talent development, career planning and a high-performing team that contributes effectively to the achievement of force objectives.
- Setting and managing budgets, resource plans and staffing strategies across their portfolio in line with the wider budget framework and the changing demands, capability and capacity of the workforce, to maximise the efficient use of resources, ensure the effective use of public spending, and maximise value for money.
- Leading the delivery of force operational strategies and policing responses and investigations across own area of responsibility to ensure an efficient and compliant policing service, which enables effective law enforcement and public protection.
- Supporting the setting of the organisational and operational strategy for the force, in alignment with wider plans and objectives such as the Police and Crime Plan and Strategic Policing Requirement to provide an effective and efficient policing service that meets current and future policing demands

Key Responsibilities:	• Supporting the Chief Constable in embedding a culture of organisational development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in evidence-based policing. • Effectively measuring, evaluating and reporting on performance within own area of responsibility utilising findings to drive improvements in service delivery. • Supporting an environment that nurtures open communication, growth and accountability. Adopting a people-centred approach to enabling professional development, promoting a culture of care and continuing development, where contributions are recognised, and the organisation demonstrates connection with its people leading to individual and organisational success.
Education, qualifications and experience - Essential criteria	• Candidates must have either successfully completed the College of Policing's Executive Leaders Programme (ELP), or passed the assessment centre and selection for the upcoming cohort ELP, or completed the Senior Police National Assessment Centre (Senior PNAC) and the Strategic Command Course prior to 2023. • Successful completion or working towards the A7 authorising officer's course. • Wide-ranging operational law enforcement experience. • A demonstrable track record of successful experience of working at a strategic level, including the leadership of law enforcement officers and staff. • Experience of successfully engaging with and influencing multi-agency partnerships. • Experience of embedding an effective performance management framework. • Experience of implementing successful organisational development, change and innovation. • Experience of management of significant budgets. • Up to date operational or technical policing knowledge. • Knowledge of developing political, economic, social, technological, legal and environmental factors and an understanding of the implications for strategic planning. • Knowledge of relevant local, regional and national policies, strategies and initiatives and an understanding of the implications within the policing context.



Terms and Conditions

Personal Qualities:	The appointment will be made subject to satisfactory references, medical and vetting clearances.
Tenure:	This is a full-time permanent position.
Leave:	The annual leave entitlement is 280 hours per annum plus bank holidays
Executive Vehicle Scheme:	Access to WMP Force Executive Vehicle Scheme
Relocation Expenses:	Relocation package as per national police guidelines
Staff appraisal and development:	The Force is committed to supporting high performance and personal development
Other Benefits:	• Working in a modern technology enabled environment • Employee assistance programme • Employee benefits programme • Onsite occupational health facilities • Access to WMP clubs & associations • Travel discounts • Childcare vouchers • Cycle to work scheme



Key Dates

16th November 2026	Advert goes live
13th December 2026	Closing date for applications
6th January 2027	Stakeholder Panel
8th January 2027	Interview

How to Apply

To apply, you will need to provide a 4000 character statement that demonstrates your suitability for the role, based on the education, qualifications, and experience criteria. These are the essential criteria for the role.

If you have any queries on any aspect of the appointment process, please contact Lucia Leon:

lucia.leon@westmidlands.police.uk





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