West Midlands POLICE

Deputy Chief Constable

Appointment Brief
October 2026

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Message from the Chief Constable

Thank you for your interest in the role of Deputy 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 Deputy 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 that is culturally competent to work collaboratively with all communities and partners. We will be victim-focused and support with care and compassion and culturally competent 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 Deputy 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 Nathan Murray (Interim Chief of Staff) nathan.murray@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

Our values define who we are and how we work with each other and as a force. They are more than simply words. They are principles of behaviour we strive to unhold and encourage in others in our working lives. These should be read in conjunction with the National Code of Ethics, which outlines the principles and standards of behaviour for all staff.

West Midlands POLICE

forward together 2026 - 2030

West Midlands Police and Crime Commissioner's Police and Crime Plan

Mission Prevent harm, protect people and build trust

Vision A trusted, visible and outstanding police service, reducing harm and working with the public and our partners to solve problems

Objectives

- Prevent crime, antisocial behaviour & road casualties
- Protect people
- Bring offenders to justice
- Police without fear or favour

How we will do this

Problem solve utilising evidence-based practice	Focus on early intervention and prevention	Effectively communicate and engage	Use technology and data to drive productivity and provide value for money
Deliver an outstanding neighbourhood policing service	Be victim focused, with care and compassion	Recruit, develop and retain a diverse and skilled workforce	Build an inclusive working environment and place wellbeing at the heart of our service
Build cultural competence	Collaborate in effective partnerships	Make decisions at the right level	Deliver outstanding investigations

Ethical Policing Principles

- Courage
- Respect and empathy
- Public service

Role Profile

Job Title:	Deputy Chief Constable
Salary:	£205,113
Function:	Force Executive Team
Reporting To:	Chief Constable
Locations:	Lloyd House Police Headquarters, Birmingham (with travel acroos West Midlands as required)
Role Purpose:	The Deputy Chief Constable supports the Chief Constable to lead the force. They assist in creating a vision, direction and culture for the force that builds public and organisational confidence and trust and enables the delivery of an effective policing service. They hold direct independent operational accountability for the policing response to crime and major and critical incidents and its effective command and leadership. The Deputy Chief Constable is responsible for the implementation and delivery of the force's delivery plan and the day to day running of the force in line with the agreed direction and vision, to provide a professional, effective and efficient policing service. The Deputy 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.

- Fulfilling the authorising responsibilities of a Deputy Chief Constable, holding responsibility for compliance to protect the public and ensure effective policing responses.
- Developing guidance and providing strategic direction on identifying and managing threat, risk and harm within the policing area and in the force's policing responses in order to protect the public and develop operational strategies.
- Leading and commanding the operational policing responses on occasion, in the most high-risk and high-profile instances in order to protect the public and ensure an appropriate and effective response.
- Representing the force at a local, regional and national level to the public, media and other external stakeholders to support the Chief Constable to improve 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.
- Supporting and maintaining an effective strategic relationship with the Police and Crime Commissioner (PCC) and the Office of the PCC, maintaining the Chief Constables' operational independence.
- Supporting the chief constable to create and embed an organisational climate that is inclusive, builds confidence in doing the right thing, promotes ethical behaviour, and maximises 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.
- Supporting the Chief Constable to lead, inspire and engage the force, helping communicate a clear direction, and setting and role modelling approaches to a workforce culture that promotes wellbeing, facilitates impactful continuing professional development, regular review conversations and performance management to create empowered teams that effectively deliver the force vision and goals.
- Supporting the financial management of the force, driving efficiency and productivity within the budget framework to maximise the use of resources, ensure the effective use of public spending and maximise value for money.
- Leading the implementation of the force delivery plan, ensuring that performance is monitored and evaluated with findings utilised to drive improvements in service delivery and the achievement of force objectives.
- Contributing to organisational and operational strategy development for the force, with regard to 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.
- Embedding a culture of organisational development, change and innovation, ensuring enhanced productivity, value for money and continuous improvement in evidence-based policing.

Key Responsibilities:	• Developing and maintaining a meaningful operational performance framework and governance structure, in line with force strategy to hold the senior leadership of the organisation to account for operational delivery and outcomes to enable effective law enforcement and public protection. • Developing national thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective policing practice. • Discharging the powers and duties of the chief constable as required in their absence. • Enabling 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	• Successful completion of the College of Policing's Executive Leaders Programme (ELP), or successfully completed the Senior Police National Assessment Centre (Senior PNAC) and the Strategic Command Course prior to 2023. • Successful completion of 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 at senior levels. • 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

5th October 2026	Advert goes live
25th October 2026	Closing date for applications
10th November 2026	Stakeholder & Interview Panel

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 Supt Nathan Murray:

Nathan.Murray@westmidlands.police.uk

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