



DURHAM  
CONSTABULARY



Neighbourhood Policing  
Prevent crime & relentlessly pursue criminals

Vulnerability  
Be determined to protect vulnerable people

Victim Experience  
Provide a first-class service to victims



**ASSISTANT CHIEF  
OFFICER (FINANCE)**



# Welcome from the Chief Constable

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**Hello and welcome to Durham Constabulary, thank you for your interest in an exciting opportunity to join our newly formed Executive Team.**

Durham Constabulary has been long recognised as one of the top performing police forces in the UK, something we are immensely proud of. We also recognise that we aim for excellence in all that we do creating an environment of learning and opportunity. As with many forces we face unprecedented change and opportunities which we will embrace with our demonstrable excellence in problem solving and the diverse skills, experience, and expertise that our colleagues across the Force possess. The Force prides itself on doing things differently and doing them well “the Durham Difference”.

I am looking for a highly committed and motivated individual to join our executive team and make a real difference in delivering our vision. The role of Assistant Chief Officer (Finance) brings together the Force’s Finance, Estates and Business Administration Services teams. The role is also the statutory S151 officer for the Chief Constable. The executive team is made up of myself as Chief Constable, a Deputy Chief Constable, and two Assistant Chief Constables, and this role. The team is also supported by staff officers and executive assistants.

Resources never match demand, and your role will be to lead on efficiency work with executive colleagues to ensure value for money and a sustainable Constabulary. As part of our leadership team, you will be committed to delivering our values, which are:

- Positivity
- Fairness
- Courage
- Integrity
- Inclusivity

Our ideal candidate will have a proven track record of tangible delivery with a strong public sector ethos and a keen sense of professional curiosity. You will welcome the opportunity of working in Durham and the sense of pride it brings. There is also an excellent opportunity for you to develop a regional and national profile in terms of your work and have the ability to influence change.

Thank you for taking the time to learn more about Durham Constabulary and the role, and I look forward to receiving your application.

A handwritten signature in blue ink that reads "Rachel Bacon". The signature is fluid and cursive.

**Chief Constable Rachel Bacon**  
Durham Constabulary

# Why Durham Constabulary & About Us

**County Durham** has a population of approximately 522,000 covering approximately 2700 km<sup>2</sup>. The County has a diverse mix of communities, semi-rural, rural and costal areas. The rich industrial history of the county contributes to a variety of socio economic dynamics with both significant wealth and deprivation often in neighbouring locations. **Durham** itself is a historic city that straddles the River Wear and is the county town of County Durham in North East England. The cathedral and adjacent 11th century castle were designated a World Heritage Site by UNESCO in 1986. The castle has been the home of Durham University since 1832, which has grown to over 21,000 students in recent years. Durham has become part of the NE Combined Mayoral Area.

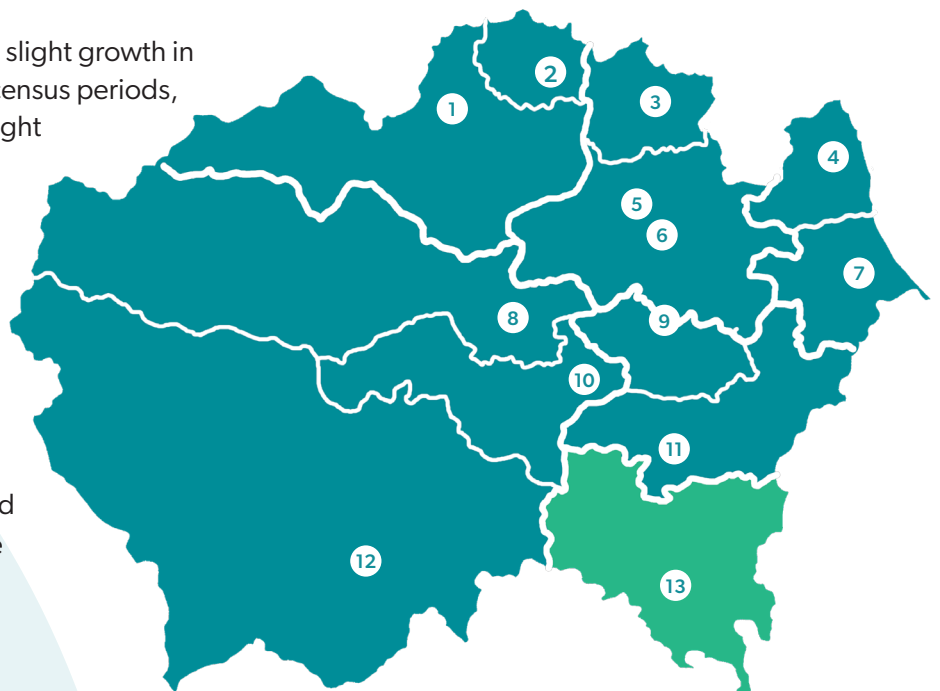
**Darlington** is one of the youngest unitary authorities in the country with a population of approximately 108,000. Despite its youth, it is proud of its history, in particular in respect of the birth of the railways. It is part of the Tees Valley Mayoral area and has recently seen extensive investment with arrival of the northern home of HM Treasury and improvements to Teesside Airport. Darlington is a key rail hub with regular, fast services to Newcastle, London, York, Leeds, Edinburgh and Manchester.

Both local authority areas have seen a slight growth in population between 2011 and 2021 census periods, well below national increases, with slight increases in the diversity of those communities by ethnicity.

[www.thisisdurham.com](http://www.thisisdurham.com)  
[www.thisisdarlington.com](http://www.thisisdarlington.com)

## Police Station Locations

- |             |                     |
|-------------|---------------------|
| 1. Consett  | 8. Crook            |
| 2. Stanley  | 9. Spennymoor       |
| 3. Ch-le-St | 10. Bishop Auckland |
| 4. Seaham   | 11. Newton Aycliffe |
| 5. HQ       | 12. Barnard Castle  |
| 6. Durham   | 13. Darlington      |
| 7. Peterlee |                     |



# Our People

Durham Constabulary's 1,400 officers are supported by more than 1,100 members of police staff, 44 special constables and 137 police community support officers. Its revenue budget is £151m in 2023/2024. All officers and staff are ambassadors for the force and are encouraged in their dealings with the public to ensure they make "every contact count."

They do this by being helpful, polite, approachable, professional, and proud to provide a good service. They are also positive about the force, take personal responsibility, provide regular informative updates, and treat people as they would want their family or friends to be treated.

## Who are our key partners

Durham Constabulary works closely with a range of key partners which are underpinned by positive relations and a common purpose.

Durham Police and Crime Commissioner	Durham County Council
Darlington Borough Council	Local NHS Clinical Commissioning Groups
NHS England, National Probation Service	Durham Tees Valley Community Rehabilitation Company
North East Prisons	The Crown Prosecution Service
HM Courts and Tribunal Service	County Durham and Darlington Fire and Rescue Service
Home Office	Ministry of Justice
Association of Police and Crime Commissioners	Association of Police Officers

In addition to the above, the force also works with a wide range of voluntary and community sector partners.

## The PCC's Police and Crime Plan

Your role will also be to work in support of the delivery of the Police and Crime Commissioner's Police and Crime Plan which in turn builds on the proud history and achievements of Durham's police service. Working with colleagues, partners, and stakeholders, you will make an essential contribution to local social and economic wellbeing through the delivery of innovative, effective, and efficient police services. The PCC's Police and Crime Plan 2021-2024 021 includes the key themes of:

- Safer communities
- Safer business
- Safer online
- Safer people
- Safer roads
- Safer countryside

# Job summary

## Role purpose

As a key member of the Force Executive, you will play a vital role in providing professional support to the Chief Constable and Durham Constabulary in the development, implementation and delivery of the Constabulary's strategic objectives.

You will be responsible for leading and delivering a comprehensive Enabling Services Command which will enhance the overall performance of the Constabulary.

You will be instrumental in the development of the Constabulary, providing exceptional leadership, in order to promote and develop the Constabulary's profile regionally, nationally and in the wider public arena.

You will ensure the adoption of best practice and financial probity in line with statutory responsibilities (S151 officer).

## Key Accountabilities:

- ✓ As the named Chief Officer with responsibility for the Force's Finance, Estates and Business Administration Services teams and to be accountable for their performance.
- ✓ To act as the designated S.151 Officer for the Chief Constable.
- ✓ To ensure the effective stewardship of Constabulary assets within an agreed framework approved by the Chief of Staff to the Police and Crime Commissioner.

## Assistant Chief Officer (Finance)

**Salary:** £125,188 - £141,050

these salary brackets will be frozen for two years, thereafter salary will be subject to annual review. Plus, Local government Pension Scheme and car allowance.

### Reporting to:

Deputy Chief Constable

- ✓ To develop, maintain and review both financial and non-financial management systems and processes in the Force to ensure that they are fit for purpose.
- ✓ To provide financial planning and budgeting services to the Force Executive to support effective use of resources, in particular to prepare the budget each year and to ensure rigorous budgetary control over expenditure and income.
- ✓ To provide accurate, timely and consistent information to the Chief Constable and Force Executive to aid their decision making.



# Job summary

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- ✓ To develop policies and operating procedures which promote best practice, efficiency, and effectiveness in the wider management of the Constabulary.
- ✓ Provide professional, objective, and strategic operational advice and support to the Force Executive and Constabulary.
- ✓ To set objectives for, and conduct the appraisals of, Heads of Finance, and to lead and motivate staff.
- ✓ Undertake such other duties as required by the Chief Constable. To undertake regional and national work as requested.
- ✓ The duties and responsibilities outlined above cannot totally encompass or define all tasks which may be required of the post holder. The outline of duties and responsibilities given above may, therefore, vary from time to time without materially changing either the character or level of responsibility and these factors are reflected in the grade applied to this post.



## Skills/experience:


- Degree level standard
- CCAB qualification
- 5 years of senior and financial management in a large organisation
- Sound working knowledge of public sector structures, funding, and key issues
- Possess an analytical mind set
- Strategic and creative thinking
- Experience of leading and delivering projects
- Able to work under pressure to meet specific deadlines
- Able to work on own initiative as well as part of a team
- Full driving licence

# Chief Constable's Delivery Plan Themes and High-Level Priority Areas



**Durham Constabulary's Chief Constable Delivery Plan 2024 - 2027**

**Our Purpose**  
*We will build trust and confidence by:*



P22-24

- Relentlessly Pursuing Criminals
- Providing a First-Class Service to Victims
- Being Determined to Protect Vulnerable People
- Being the Best at Preventing Crime & ASB

ORGANISATIONAL	PEOPLE	OPERATIONAL	PREVENTION
Innovative and Productive	Health, Safety and Wellbeing	Responding and Investigating	Early Intervention and Prevention
Data Led	Diversity, Equality and Inclusion	Protect Against Exploitation and Vulnerability	Problem Solving
Digital Inclusivity	Supportive Leadership and Accountability	Focus on Victims and Victim Satisfaction	Offender Management and Diversion

