**Providing clarity; building trust. A job that matters**

**Job Title:** Director of Operations (Wales, North, Midlands and DMI)

**Salary:** £104,000 (Plus London Weighting allowance of £4,527 if based in Croydon or Canary Wharf) Please note, that there is a senior Civil Service pay award pending.

**Location:** Canary Wharf, Croydon, Wakefield, Warrington, Sale, Birmingham, Cardiff

**Duration:** 12 Months Fixed Term Contract (pending a review of structure)

# Your role

As a completely independent organisation, the IOPC seek to uphold the rights of the public and investigate the most [serious matters](https://www.policeconduct.gov.uk/research-and-learning/key-areas-work), including deaths following police contact, to promote learning and influence change in policing. The IOPC is an organisation steeped in history, influenced by significant figures such as Stephen Lawrence and Sir William Macpherson. We are looking for people to uphold our core values, and in return we will give you a supportive and inclusive work environment to flourish in.

# What you will need

## Essential Knowledge, Experience, Skills and Abilities

Due to the statutory role of the IOPC, applications are not sought from those who have previously worked for the police in a capacity, or for a duration, that might compromise their perceived independence in the eyes of the public.

**The Director of Operations must be SC cleared to begin employment with us. A requirement for this is to have been living in the UK continuously for the past 5 years.**

* Substantial experience of managing an investigations function
* Experience of working at board/strategic level
* Proven ability to make and defend complex or controversial case decisions
* Experience of risk assessing and where necessary challenging legal and procedural advice
* A track record of improving operational performance and driving change
* Proven ability to manage senior colleagues and achieve objectives through others
* Demonstrable ability to engage with a wide variety of audiences

***Personal attributes***

* + A collaborative working style
  + A strong, energetic and inspiring leader
  + Excellent attention to detail
  + Personal resilience and effective strategies for dealing with pressure
  + Role model of the IOPC values
  + Demonstrable commitment to Equality Diversity and Inclusion

# What we offer

* 32.5 days paid annual leave
* Options to carry over, buy or sell annual leave
* Civil Service pension
* PAM employee assistance programme
* Access to Civil Service Sports Council (CSSC) membership
* Staff networks focused on each of the protected characteristics – run for staff, by staff
* Learning and development tailored to your role
* An environment with flexible working options
* A culture encouraging inclusion and diversity behaviours

This vacancy uses Success Profiles, to find out more please click [here](https://www.gov.uk/government/publications/success-profiles?_ga=2.156185915.1692943174.1578577916-319911383.1576576754). As part of the application process, you will be asked to complete sift questions based on the skills and essential experience required for the role. Additionally, once you have submitted your application, could you also please email your CV to [campaigns@policeconduct.gov.uk](mailto:campaigns@policeconduct.gov.uk)

If successfully shortlisted, you will be informed of which level 5 behaviours and other elements you will be assessed against at interview.

# Be yourself

The IOPC is committed to **promoting equality and valuing diversity** in everything we do. Our vision is to be, and to be seen as, a leader in inclusive employment and services; demonstrating this ethos in everything that we do.

* As a silver standard Stonewall employer, we continue to commit ourselves to being a LGBTQ+ employer through the work of our Pride LGBTQ+ Staff Network, creating welcoming environments for lesbian, gay, bi and queer people.
* We are pleased to share we are a signatory of the Business in the Community Race at Work Charter. The Charter is composed of five [calls to action](https://race.bitc.org.uk/issues/racecharter) for leaders and organisations across all sectors.
* Being a Disability Confident employer, the IOPC is dedicated to removing the barrier for disabled people to thrive in the workplace.
* Our Staff Networks are constantly working to make the IOPC the leaders of inclusive employment, from our Allyship Programme to [Welsh Language Standards](https://www.policeconduct.gov.uk/who-we-are/equality-and-diversity/welsh-language-standards) and Know the Line Policy, we are constantly seeking new ways to create an environment for all to develop and thrive.

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# Additional information

The IOPC is not eligible to participate in the Civil Service transfer process, therefore successful candidates will not be able to transfer to the IOPC on their existing terms and conditions. The IOPC does not participate in the UK Visa Sponsorship Scheme therefore, candidates will have to provide evidence of their Right to Work in the UK if offered a role with us.

Any move to Independent Office for Police Conduct from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax Free Childcare. Determine your eligibility at https://www.childcarechoices.gov.uk

Although we are currently unable to guarantee a longer or more permanent contract, if the role can be extended or made permanent, the successful post holder may be offered the role firstly without further interview.

This role is exempt from the *Rehabilitation of Offenders Act 1974*, therefore a standard Disclosure and Barring Service (DBS) check will be carried out for the successful candidate during the pre-employment process.

# Reasonable adjustment

The IOPC is a diverse and inclusive workplace and we want to help you demonstrate your full potential whatever type of assessment is used. We are open to providing you with the tools you need to succeed, from extra time to formatting changes, to name a mere few. If you require any reasonable adjustments to our recruitment process, please email [campaigns@policeconduct.gov.uk](mailto:campaigns@policeconduct.gov.uk)

Complete the “Additional requirements” section of your application form to tell us what changes or help you might need further on in the recruitment process.