



MERSEYSIDE
POLICE
Putting our Community First

Head of Organisational Development

CANDIDATE PACK





A welcome from our Chief Constable

Our commitment to our communities is simple: prevent crime, protect people, and pursue offenders.

Our workforce is united by making a massive difference to the lives of the 1.4 million people who live in Merseyside.

We are committed to developing healthy people who can support one another, as well as the public. We work as One Team, with one set of values and one vision – putting our Community First in all that we do.

We believe that by having a diverse and inclusive workforce which has the necessary skills, abilities, and

breadth of thought, we will be able to understand and respond to the needs of all of our communities in the best possible way.

We deliver for our communities through our committed workforce and know we wouldn't be where we are today without the dedication of our staff and officers. We reward that dedication with lots of opportunities for growth and development.

Being an employee of Merseyside Police isn't just a job – it's a career and one that allows you to have an unparalleled impact on people's lives.

I am incredibly proud to be the Chief Constable of this Force and to serve the people of Merseyside and by reviewing this candidate pack you are taking the first step towards joining a fantastic team of police officers and staff who care: about the people we serve; about our colleagues; about making a difference and about continually developing our Force to be the best we can be.

I wish you every success with your application.



The Region of Merseyside

Situated in the North West of England, Merseyside has a population of over 1.8 million, and has the metropolitan city of Liverpool as its capital.

Liverpool



Liverpool is the commercial, educational, and cultural capital of Merseyside, and is the second largest City in the North West of England.

Located 56km (35 miles) West of Manchester and 31 km (19) miles North of Chester, Liverpool's status as a port city has contributed to its diverse population, which historically were drawn from a world-wide range of cultures and religions.

The City was awarded European Capital of Culture in 2008. Its historic waterfront and mercantile district was awarded World Heritage Site status in 2004 by UNESCO, sharing this honour with 850 other cultural and national World Heritage sites, including the Great Wall of China and the Pyramids of Giza.

Liverpool John Lennon is the fastest growing regional airport in the UK, with 5.5 million passengers per annum servicing 70+ destinations.

The Merseyrail passenger network is one of the most intensively used commuter rail networks outside South East England, and is the top performing rail operator in the UK, making a car-free commute a popular choice for people throughout the region.

Because of its four universities, Liverpool has a thriving Knowledge Quarter. It also has a vibrant and thriving Pride Quarter and The Baltic Triangle (Liverpool's answer to Shoreditch) for artisan coffees, vegan street food, and live music.

Sefton

Considered the 'golf-coast' of the north, Sefton has hosted numerous Open Championships at the Royal Birkdale, as well as the Ryder Cup.

Sefton spans a sweep of beautiful and varied coastline. Formby woods are home to the endangered red squirrel, and its stunning forests & shores are protected & managed by the National Trust, while Crosby beach is the permanent residence of sculptor Sir Antony Gormley's modern masterpiece Another Place (known locally as 'The Iron Men').

Further north the vast beach at Ainsdale is ideal for water sports, where you can enjoy such thrilling activities as kite-surfing & para-carting.

All of this makes for stunning aerial views, which can be enjoyed by light aircraft enthusiasts at the Ince Blundell airfield.

At Sefton's tip, bordering Lancashire, is the picturesque Victorian seaside resort of Southport. Boasting the UK's largest manmade lake, overlooked by the smallest pub in Britain. With an indoor waterpark, beachside fun-fair, ornamental gardens, parks and iconic promenade, Southport is a year-round tourist destination. It also annually hosts the National Fireworks Championships, the North West's largest air show and the much-feted famous Flower Show.



St Helens

Home of the famous Saints, rugby league fans will already be well acquainted with St Helens. Formed in 1873, St Helens Rugby Club is one the most successful in the country. But the sporting character of this borough doesn't end there.

St Helens Golf Club has a proud history dating back to 1973, and the region hosts both national and international powerboating competitions at Carr Mill Dam. The Powerboat Racing Club, established in 1923, is based there.



For those looking for a more gentle introduction to boating, Pennington Flashes Local Nature Reserve boasts calm lakes surrounded by quintessential northern vistas. 5 species of RSPB red list birds can be spotted there alongside a host of other wildlife, including the endangered and enigmatic water vole.

Wirral



‘The Wirral’ as it is known by locals is a borough of many proud and enduring firsts.

Birkenhead, in the region’s east, is home to Merseyside’s oldest standing building – a priory dating from the twelfth century. The resident monks were granted first rights to establish a strategically

important ‘Ferry across the Mersey’ by royal charter. Birkenhead also boasts the world’s oldest publicly-funded civic park, designed by Joseph Paxton, which forms the basis for the design of Central Park in New York.

From coast to coast, Wirral holds diverse points of interest. On its north coast is historic Leasowe, home to Britain’s oldest brick-built lighthouse, where Britain’s first female lighthouse keeper lived and worked. On its west coast are the Hilbre Tidal Islands, overlooking one of Europe’s most critical wildfowl estuaries. The area is a site of scientific interest, where it is common for coastal walkers to see grey seals at rest and play.

Knowsley

The borough of Knowsley is probably best known for its famous Safari Park, situated in the old acreage of the stately home of Knowsley Hall – the ancestral home of the Earls of Derby since the reign of Henry VII. Knowsley Hall is a Grade II listed building and popular events venue. However, the region is also made up of many unique towns and villages.



In Prescot, the Shakespeare North Playhouse has been built to house a 470-seat timber Elizabethan-style theatre to host a mixture of classical and contemporary performances. Audiences and artists can come together in its open spaces to create vivid and visceral ways of seeing the world.

Every summer Knowsley hosts the largest free horticultural show in the North West in a bloom of colour and creativity. Its enchanting annual Flower Show has over 120 different categories that are competed for, as well hosting a circus show and farmers market to delight all ages

Community First

Community First is a phrase you'll hear and see a lot in Merseyside Police. Why? Because as a force it's at the core of who we are.

Community First is the reason we all come into work every day – it's behind every decision that we make. Whatever our specific role, we all have the same job: improving the lives of our communities.

It's also how, across a big organisation, we know we're all working towards the same goal. It's the simple ethos behind our force's strategy.

Force strategy

Our Force Strategy outlines what we are all working to achieve before 2025. Everyone has a part to play, and it means that overall, we all have the same objectives.

How well we perform is crucial because it directly affects the service we deliver to the people of Merseyside. We are rated by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) as 'outstanding' at tackling serious and organised crime. This is incredibly important because of the harm that organised crime groups

pose to our communities. We have also been assessed as 'good' in a number of other areas which resulted in us receiving an overall 'good' rating for the fourth successive year.

It's crucial that all our officers and staff have an insight into what the force strategy is and how their work is linked to it. If we all have the same goal, we can all work towards achieving it together.

Force Strategy 2020-2025



OUR VISION

Working as ONE TEAM we will put the needs of our communities first in everything we do.

OUR MISSION Pursuing Offenders, Preventing Crime, Protecting People

OUR OBJECTIVES



OUR STANDARDS AND VALUES



OUR GOALS



OUR PRIORITIES



MANAGING OUR PERFORMANCE



Leadership and Culture in Merseyside Police – Why is it important?

Our behaviour individually and collectively is critical to how we get things done. We know that if we want to deliver our strategy and treat people well, we all need to know what behaviours to display ourselves and expect from others.

We all support our behaviour priorities of:

- Being a diverse and inclusive organisation
- Creating a culture of trust
- Working as one team
- Demonstrating our leadership principles – listen, lead, think and talk

To ensure we act consistently we have developed the Just Leadership Framework.

What is the Leadership Framework?

To help everyone clearly understand what is expected of them we have a common understanding of the expectations of all Merseyside officers and staff.

This means we can support people to develop these skills and manage performance against consistent expectations. When we know what to expect of ourselves and others we can speak up when it is not visible and reinforce it when it is.

Being a diverse and inclusive organisation requires us to 'open' our minds to others. If we are open to others, we create relationships based on trust, and that enables us to work as one team. How we think dictates how we act.



Our Leadership Framework

JUST LISTEN

When we listen well, we are active, doing lots of things. Listening requires understanding emotions so we can show care & respect making it safe to speak – everyone is heard.

**ACTIVE LISTENING
CARE & RESPECT
EMOTIONAL INTELLIGENCE**

JUST LEAD

We must set direction & standards for ourselves first and be proud of who we are. Responsibility follows along with honesty and trust so we can all focus on doing our own job well.

**PRIDE & DIRECTION
RESPONSIBILITY
TRUST – HONESTY & HUMILITY
DELIVERY**

JUST THINK

With confidence in ourselves we can ALL make decisions in our role, be open to improving, adapting plans, and embracing change that moves the organisation forward.

**MAKING DECISIONS
CONTINUOUS IMPROVEMENT
ADAPTING PLANS
CHANGE**

JUST TALK

Talking and working together creates ONE team. We will enhance our ability to do this if we have the courage to speak up, sharing feedback and being open to new working relationships.

**TEAMWORK
COURAGE-SPEAKING UP
PERFORMANCE FEEDBACK
RELATIONSHIPS/COLLABORATION**

**LEADERSHIP AND
MERSEYSIDE
POLICE**





Our inclusive culture

Our ambition is to be the most attractive force in the country for a career in policing, as a police officer or as a member of staff. Not only do we aim to attract and keep people with the best skills and highest potential, but we also want to attract people into policing who might not have considered a career with us before. We want our people to be representative of our different communities across Merseyside so that communities feel we're part of them, and them of us.

To help us achieve this we have a dedicated Diversity Equality & Inclusion team who work to encourage people from diverse communities to build their career with our force. They also provide support and guidance throughout the job application process to candidates from under-represented groups.

So, whether they are joining the organisation for the first time or

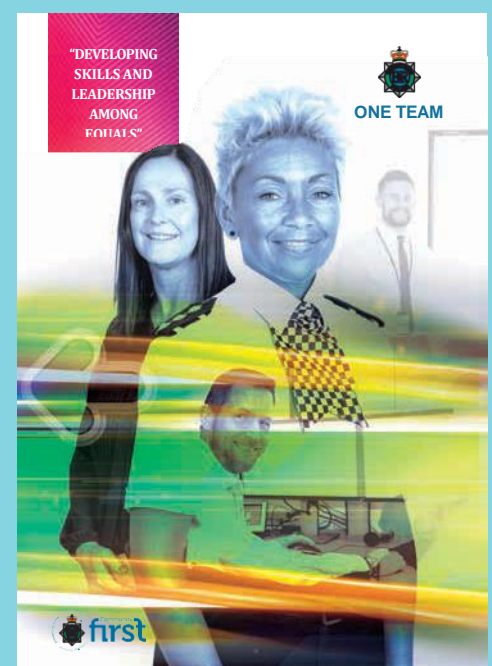
going for an internal promotion, our force aims to ensure there's fairness across the board so that opportunities are available to all.

We also encourage people to step outside of the organisation to learn from other organisations and industries and, later, bring that learning back so that we keep improving. We listen to our people and respect them as individuals, each with their own voice, experiences, skills, and ideas.

We embrace these as we know that teams with a range of perspectives solve problems better and we want our colleagues to feel included, because everyone needs to be their true self at work to be able to harness their unique talent.

Jobs in policing are like no other – they are founded in the trust we place in each other and the pride we take in serving our communities. Our One Team ethos at Merseyside Police really works and makes us a better, more effective Force.

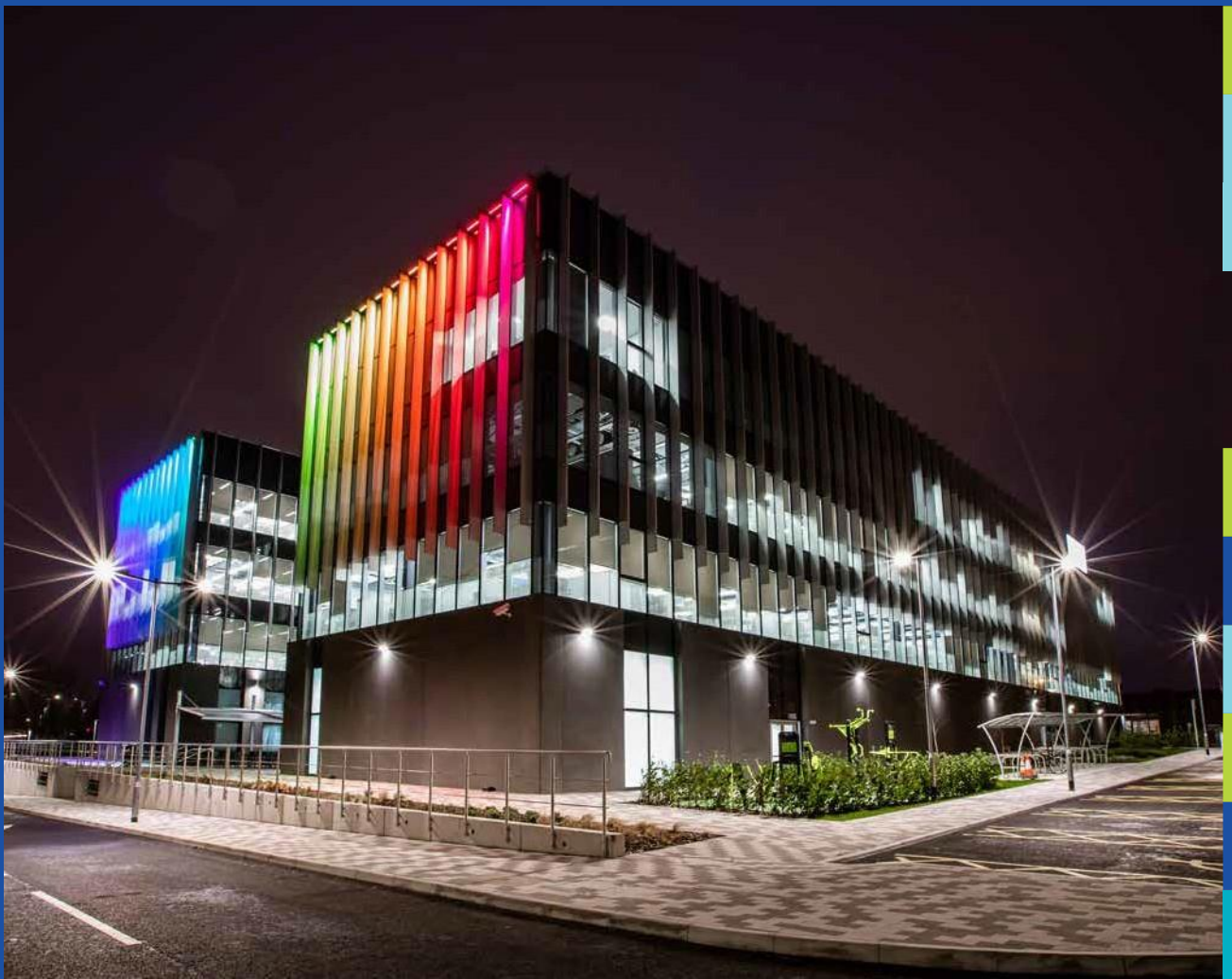
It's built on us all working together, and it goes without saying that we can achieve more if we work together in a culture of inclusivity and respect.



Head of Organisational Development

This is a fantastic opportunity to join a progressive and newly established People Services team here at Merseyside Police. You should be a qualified and experienced Head of Organisational Development/Senior OD professional and able to manage a broad range of activities for the organisation, ensuring that Merseyside Police is a “great place to work”.

- You will focus on the organisational development strategies which will ensure that Merseyside Police is able to attract, retain and develop the capability required to meet our current and future organisational needs and deliver the policing strategy.
- You will lead the Strategic Reward and recognition agenda through collaboration with the senior People Services team to support the Great Place to Work Strategy.
- You will identify and commission delivery of strategic projects which enhance People Services’ approach to employee engagement and development.
- You will have led multiple organisational change programmes that delivered sustained improvements





What we can offer you

As an employee of Merseyside Police, you will be entitled to claim lots of services and benefit. These are aimed at supporting you physically, mentally, emotionally, and financially.



Salary: Grade L, £74,622 - £82,242

Working Hours: 36.5 per week

Location: HQ, Rose Hill, Liverpool L3 3AN

Key Benefits:

In addition to a competitive salary and a friendly working environment, we also offer:

- Competitive annual leave entitlements – 33 days holiday including bank holidays plus an additional 5 days after 5 years services.
- Local government pension scheme with generous employer contribution.
- Healthy work/life balance policies
- Onsite parking
- Development opportunities
- Various lifestyle benefits
- Occupational Health/ Employee Assistance Program

Application Process

Disability Confident Employer

Merseyside Police is recognised as a Disability Confident Employer demonstrating the Force's commitment to attracting, recruiting, and retaining disabled people, supporting them to achieve their full potential.

Reasonable Adjustments

Merseyside Police is committed and able to make reasonable adjustments for all candidates who require them at the recruitment stage.

Adjustments to the recruitment process can vary, therefore it is important that you contact us and tell us whether you have any specific adjustments that would support you at the application and/or interview stage.

How to Apply

To apply for this post, you will need to follow the application requirements for the role. Please submit:

- A current CV setting out your career history, with key responsibilities and achievements and/or
- A supporting statement, no longer than 1,200 words providing evidence of how your knowledge, skills, and experience demonstrate your suitability for the role against our Leadership Framework.

The documents should be submitted as attachments in your on-line application.

Shortlist

A panel, including the hiring manager will assess your application to select an applicant demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the Job Description and Person Specification. Failure to address any or all of these may affect your application.

Ordinarily, applicants will be informed on the success of their application by letter within two weeks of the closing date.

Assessment

If you're shortlisted, you will be invited to an interview. Interviews will usually be held at Rose Hill, Merseyside Police Headquarters. The interview will be a three-panel interview and you will be notified of the panel members in advance of your interview.

The interview will be a 'blended interview', covering behaviours, technical skills, strengths, and experience. Behavioural questions will explore what you have done in previous roles or experiences as well as what you have achieved and/or learned. Assessment of technical skills will be notified in advance of the interview and could be 10-minute presentation, or another competency test. You will be notified of any additional assessment ahead of any interview by letter/email in your invitation.

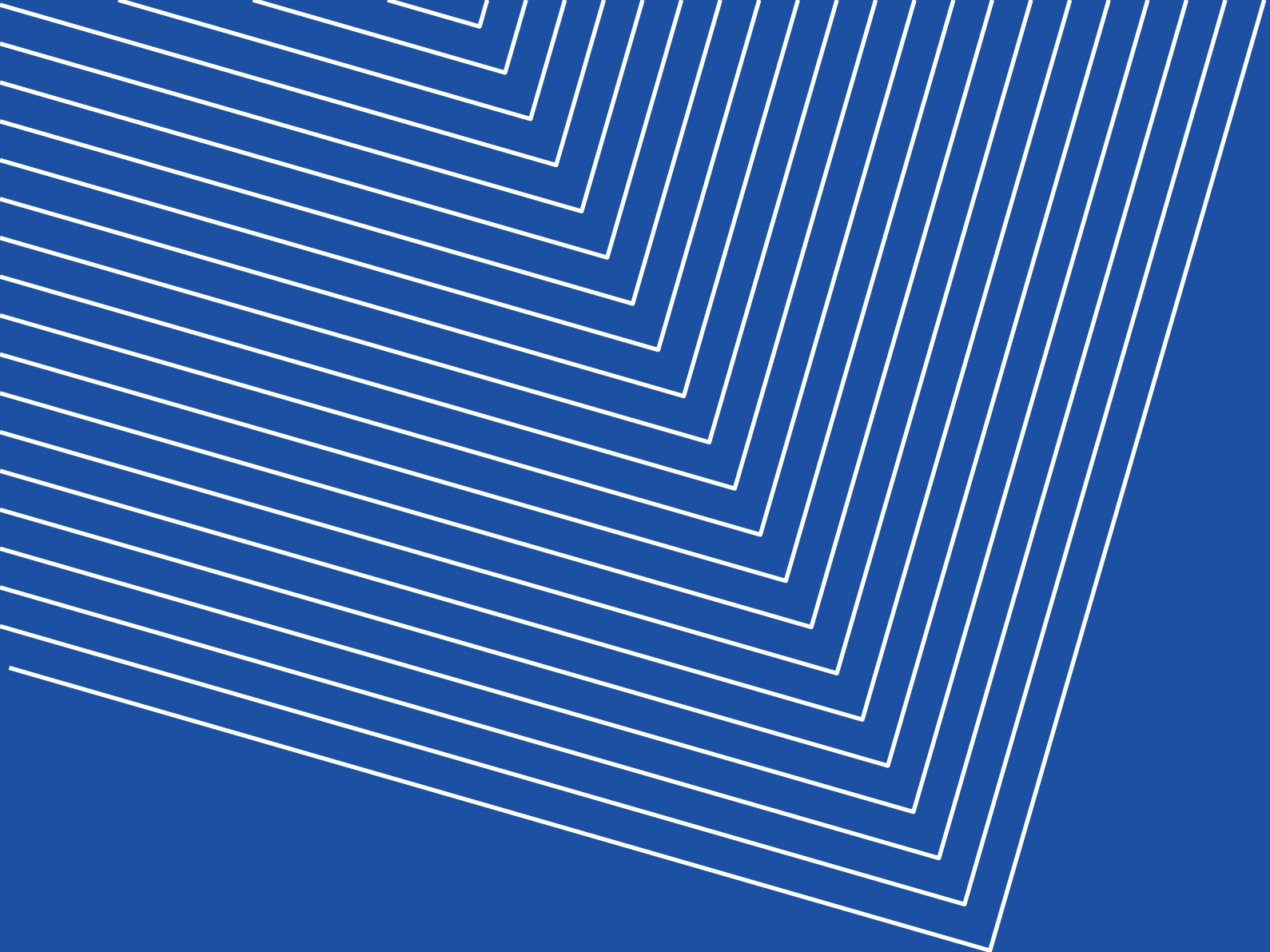
We promote an environment whereby everyone feels valued and respected for being themselves and everyone has a role to play in creating a more healthy, safe, and inclusive workplace. We aspire to be a truly inclusive employer and welcome applications to help us reflect the communities that we serve. We haven't reached our aspiration yet, and so actively encourage and welcome applications from black, ethnic minority, and female candidates.

Recruitment Timeline:

Closing date for applications is 22nd July 2022

Shortlisting will take place within two weeks of the closing date.

Interviews dates: to be confirmed.



MERSEYSIDE
POLICE

