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JOB TARGET: SENIOR MANAGEMENT, CHARITY SECTOR

A well networked, highly successful Police Inspector and former Chief Executive of the Charity (PACT). Due to retire in January 2012 with over 30 years experience. Possessing impressive management abilities. Project and target orientated with a meticulous approach to solving problems, achieving objectives, and promoting change through effective leadership and teamwork. Proven in developing procedures, and diffusing difficult situations in demanding and sometimes hostile environments. Now looking to change career and make a significant contribution preferably within a senior appointment in the Third / Charity sector.

NOTABLE AREAS OF EXPERTISE

- Strategic & Business Planning
- Stakeholder Management
- Supplier / Resource Management
- Computer literacy
- Goal Setting / Achievement
- Charity Chief Executive
- Leadership / Staff Development
- Crisis / Critical Incident Management
- Budgeting / Financial Management
- Assessing / Managing Risk
- Project Management
- Public Relations
- Change Management
- Problem Solving
- Quality Assurance

PROFESSIONAL DEVELOPMENT

Police Promotions	Examinations; Sergeant (1982), Inspector (1985)
Project Management	MS Office
Health & Safety	For Managers
Security Clearance	Enhanced level clearance to SC renewed on 25/02/2010
CRB	Enhanced disclosure #001242275011 (expires July 2012, automatic renewal)
Notable Courses:	Quality Counts, Customer Focus, Taylor Regulations, HOLMES 2 Office Management, Managing & Assessing Performance, Business Continuity, Management Training, Critical Incidents Command Training, Serious and Organised Crime Police Act, Freedom of Information, Employment Law - HR Compliance Issues, Firearms Incident Manager, Firearms Control Procedure.



PROFESSIONAL EXPERIENCE AND SIGNIFICANT ACHIEVEMENTS

Police Career: Northumbria Police & Norfolk Constabulary (1979 - Present)

NATIONAL TACTICAL FIREARMS COMMANDER (INSPECTOR)

2006 - 2011

Norfolk Constabulary Contact & Control Room Anti Social Behaviour (ASB) & Repeat Callers Process:

- Experienced Tactical Firearms Commander managing over 200 armed deployments, with overall responsibility for Critical Incidents and training of over 200 staff and officers of all ranks.
- Working closely with numerous voluntary organisations and charities, which represent vulnerable people in all elements of our communities ranging from the young to the elderly as well as members of ethnic minorities in an effort to improve the service we provide.
- Reduced Anti Social Behaviour (ASB) by up to 30% by implementing and developing a multi-faceted process that has ensured that we quickly identify and respond to the needs of the most vulnerable members of our communities, whilst also ensuring that we engage with our local communities to look at long term solutions such as opening local youth clubs and providing evening time activities.
- Formed a group of Senior Police Officers and Senior Mental Health Care professionals who developed a protocol and procedure that improved the service that all partner agencies offer to our most vulnerable citizens. This ensured a first point of contact with Norfolk Constabulary. Also the group's Contact & Control Room representative.
- Procured and implemented an IDR (Incident Data Recorder) & Compact missing person database and drafted the force policies on both.
- Implemented tactical firearms plans and decided the most appropriate method to deal with any firearm incidents.

Norfolk Constabulary (continued)

- Gold Command Level representation for Operation Phalarope - response to potential strike action by 70-95% civilian support staff strike across both Norfolk & Suffolk Constabularies.
- My shift performance was exemplary and I excelled on all Personal Development Reviews.
- Full knowledge developed on the roles of Firearms Licensing, Firearms Training and Operations, Roads Policing, POLSA, PSU, Safety Camera Partnership, Air Operations, Dogs Section, Emergency Planning and SCIT.
- Managing all of the Constabularies Public Enquiry offices and their staff. Also OIC CCR training for over 200 staff.

As OIC Bracknell Incident Room Metropolitan Police Service (Secondment February – December 2005):

- Managed 6 Regional Incident Rooms, the SPOC office for overseas operations and in excess of 500 Police officers & staff.
- Managed the National Incident Room, controlling the UK's policing response to the Asian Tsunami disaster.
- Created a "Single Point of Contact" office, obtained suitable accommodation, equipment, dedicated email account and sufficient specialist staff to operate the office on a 24-hour basis. All overseas, urgent and email enquiries and requests were dealt with expeditiously and the HOLMES database simultaneously updated.
- Facilitated important overseas and urgent regional enquiries and action requests, particularly from Sri Lanka and Thailand, without compromising the accuracy of the HOLMES database.
- Attended Gold Strategy meetings at Deputy Assistant Commissioner level with Executives from The Foreign Commonwealth Office.
- In unprecedented circumstances set up the initial Casualty Bureau for the London Terrorist bombings (07/07/05).

As the Chief Executive for the Charity's "PACT" (Norfolk Partners Against Crime Taskforce – May 2002 – July 2003):

- Restructured this financially failing organisation (a community partnership uniting commerce, industry, the public sector, the Third sector and the people of Norfolk) by creating and completing an agreed action plan.
- Secured £100,000 funding for projects from commercial and statutory bodies, e.g. HSBC and Norfolk CDRP.
- Raised funds through membership subscription, donation or sponsorship activities. Thereafter, invested funds in community safety initiatives and the management and co-ordination of a range of projects that achieved our aims.
- Improved the quality of life for all people in the County by introducing and supporting initiatives that helped reduce crime and the fear of crime, improved community safety and encouraged good citizenship in young people.
- Advised the trustees on the organisation's strategic direction; articulating a vision for PACT; formulated the organisation's strategic plans; developed operational plans to enable the organisation to meet its strategic objectives.
- Supported the effective functioning of management and Project Groups, and the Trustees/Directors.
- Represented PACT at external meetings and on external committees.
- Prepared annual Business Plans, and annual reports for all interested parties (internal, partners, audit etc.).
- Chaired board meetings that involved, The Chief Constable, Trustees, Police Authority and commercial Chief Executives. Also chaired a Multi-agency Resilience Forum for the Fire, Coastguard, Council & Ambulance Services.
- Reported to the Management Group, Project Group, Trustees to Companies House and the Charity Commission.

As Support Inspector: to the Chief Superintendent Operational Support,

- Identified, procured and implemented the COMPACT missing person database used to manage the investigation of missing persons. The project was delivered on time and within budget.
- Wrote the accompanying Force Policy Document.

SPECIALIST AND OPERATIONAL POSTS

- Sector Inspector posts: Operations Inspector (Road Policing & Project Support); Support and Performance Inspector (Operational Support Command); Chief Executive Norfolk PACT (Charity).
- HOLMES 2 Office Manager, OIC National Incident Room, Operation Bracknell (UK response to Asian Tsunami Disaster).
- CDC Support & Performance Inspector.
- A Shift CCR Inspector. CCR Support & Problem Solving Inspector.

COMMENDATIONS

- Soon to receive recognition from the Chief Constable in relation for commanding a spontaneous firearms operation.
- Received official praise for implementing a successful problem solving process that reduced ASB calls 30%, from Chief Superintendents Scully & Hamlin.
- Awarded her Majesty's Police, Long Service & Good Conduct Medal and The Queens Golden Jubilee Medal.

Early Career (Promotions):

Police Inspector (1988-Present). Sergeant (1986-88).
Northumbria Police P.C. to Sergeant (1979-86). Attested to P.C. (1979).
Retail Manager, Eagletons General Dealers, South Shields (1986-89).

Interests and Pastimes:

Cricket (competitive league player & umpire) Premier League and Minor Counties.

Marital status:

Married to serving Norfolk Police Inspector, with three adult children.