

Job Title: Leadership Development Officer

Location: London

Reporting to: Leadership Development Manager

Contract Type: Permanent

About Police Now

Our mission is to transform communities, reduce crime and increase the public's confidence in policing, by recruiting and developing outstanding and diverse individuals to be leaders in society and on the policing frontline. We are working towards a day when every community, whatever the socio-economic background of its residents, can thrive without residents being fearful of crime and feel confident in the police service.

Launched in 2014, Police Now trains graduates with leadership potential to be inspirational police officers and outstanding crime fighters. Police Now is a start-up enterprise, and as such we are looking for individuals to join the team who have an entrepreneurial, flexible style and will contribute effectively to the creation and leadership of this new organisation.

For more information on the work we do please visit www.policenow.org.uk.

Our values

Everything we do reflects our values.

- Believe

- Achieve
- Develop

What you'll do

Our Leadership Development Officers are pivotal to delivering the mission of Police Now.

Your role will be to:

- Work with our partner police forces to successfully embed our officers in their new teams and empower them to begin cutting crime and increasing confidence in the police service from day one.
- Support and develop our police officer participants through the two-year Leadership Development Programme, giving the the very highest standards of coaching, support and pastoral care

- Drive participant performance to maximise their impact on local communities, including managing under-performance if necessary
- Develop and deliver other elements of the award-winning Leadership Development Programme, which currently includes 100 Day Impact events and assessment, skills sessions, 360-degree feedback, secondments and attachments, the Impact Conference, new participant onboarding, line manager onboarding, force liaison and next steps activity.
- Assess participant performance over the course of the Leadership Development Programme.

As the first point of contact between participants, line managers and Police Now, it's essential that you build strong, collaborative relationships with forces from day one. You will be able to have difficult conversations

where required, challenging participants to always do their best and working with their police line managers

to intervene firmly but fairly where they do not.

Who we're looking for

We need someone with energy, optimism, adaptability and a willingness to work in a fast-moving, innovative

start-up. You must possess a genuine commitment to public service and the Police Now mission, values and

aims as well as a belief in personal responsibility.

You can prioritise, manage yourself with limited oversight and get things done in an environment where priorities and deadlines can change quickly. You'll possess exceptional inter-personal skills plus the desire to work with and develop the leadership skills of others to maximise the positive impact that our participants have on the communities who need us most.

What you need

- Willingness to travel within England and Wales, including spending some nights away from home
- Willingness to work occasional evenings as required
- A high level of personal resilience
- Experience of leading, coaching, mentoring, assessing and developing individuals
- A proven ability to exert a positive impact on the performance of others

- Strong project management skills
- High levels of customer service and attention to detail
- Partnership development and relationship building skills
- The ability to manage difficult conversations and diffuse conflict
- Confidence presenting to small groups of individuals
- Good oral and written communication skills
- Experience of operating in a policing or similar environment would be beneficial but not essential
- The ability to work under pressure and manage multiple tasks simultaneously

What you'll get from us

- The opportunity to work at a true start-up and to help shape the Police Now programme

- A role in a society-defining organisation, making a difference and changing the way that the most challenged communities in the country interact with the police
- A great team passionately working to build the next generation of leaders inside and outside policing
- A modern and buzzing office in Old Street, Central London
- Coaching practice and skills development
- Membership of a tight-knit Leadership Development team with outstanding colleagues
- Competitive salary of c.£32,000 dependent on experience
- Police Now's core benefits package includes 27 days holiday each year and participation in a pension scheme (with employer contributions)

[How to apply](#)

Please send your CV and an expression of interest covering what you would bring to the role and why you meet the criteria.

Please note

This job description is issued as a guideline. It is not exhaustive, and we would be pleased to discuss any constructive comments you may have. Due to the evolving nature and changing demands of our business this job description may be subject to change. You may, on occasions, be required to undertake additional or other duties within the context of this job description and according to the needs of the organisation.