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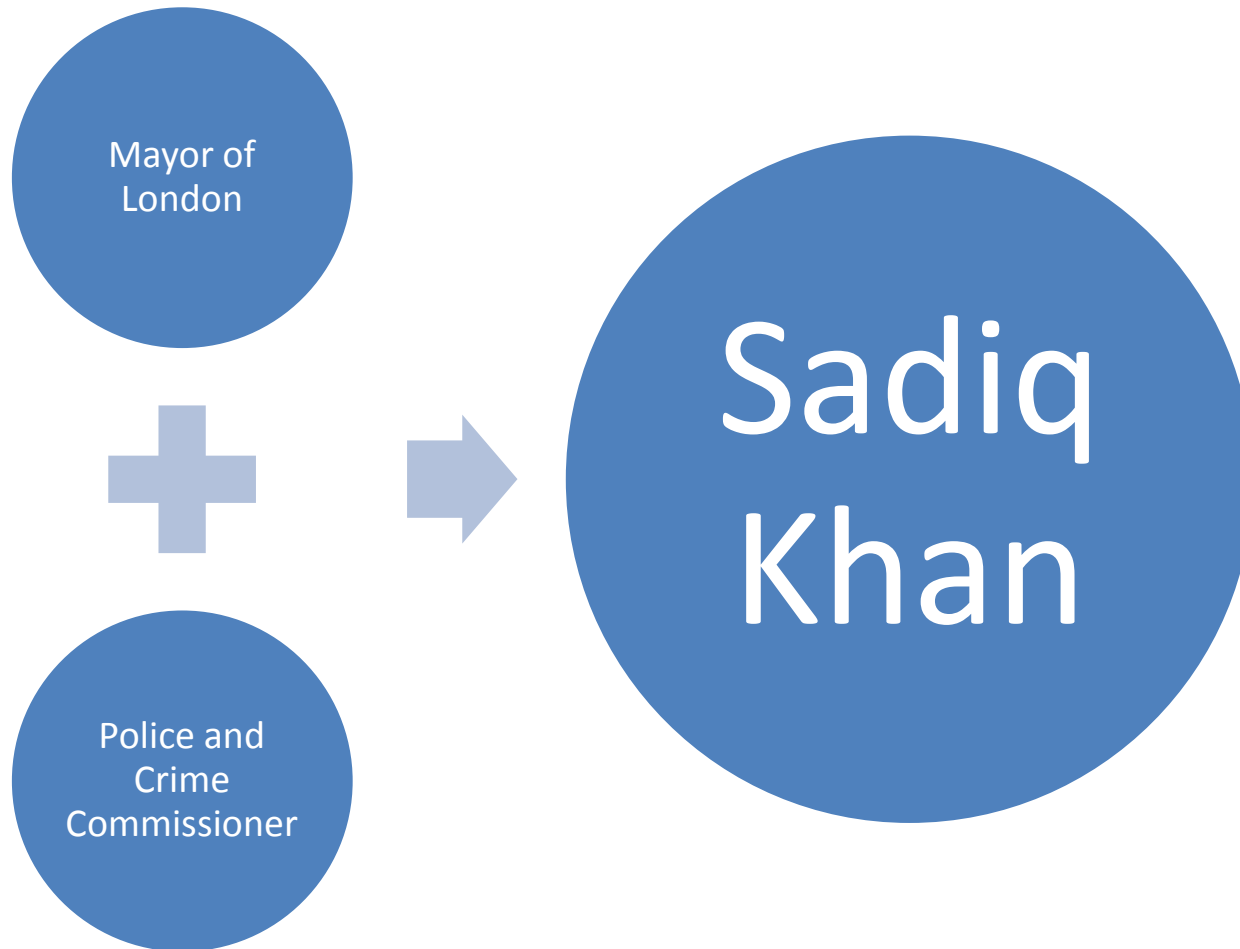
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# MOPAC Recruitment Open Evening



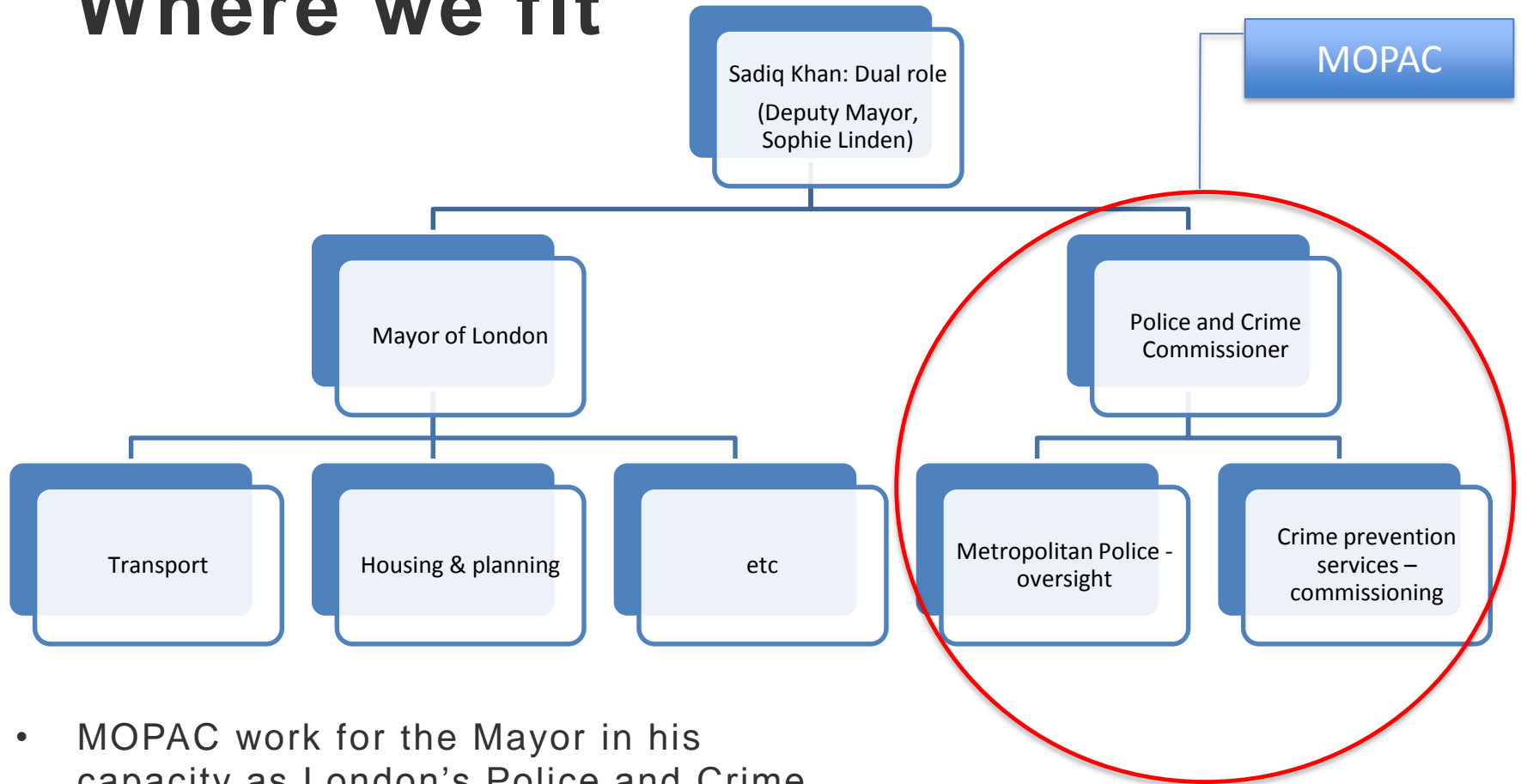
# The Mayor and MOPAC



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# Where we fit

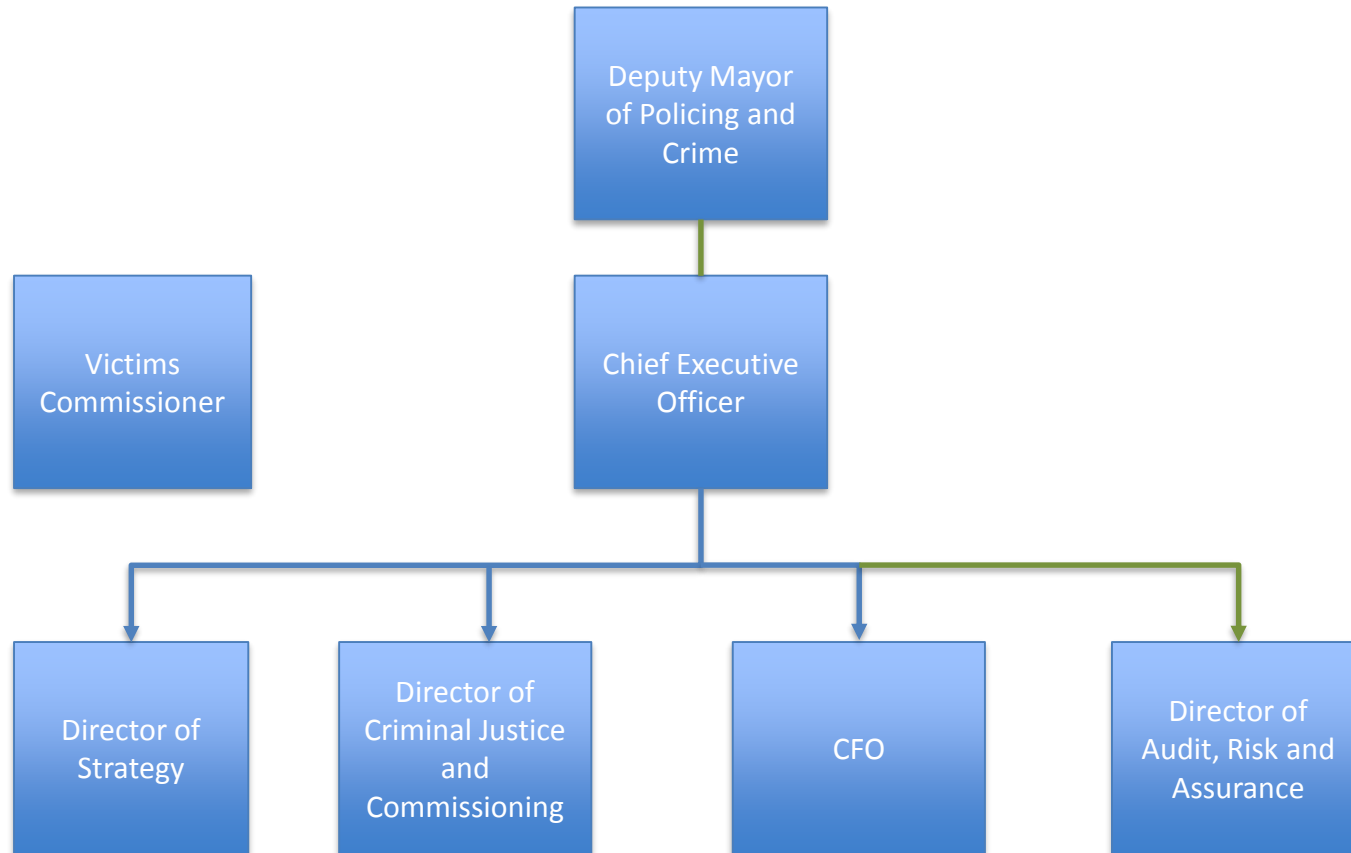


- MOPAC work for the Mayor in his capacity as London's Police and Crime Commissioner. These roles are not necessary merged in other regions.
- MOPAC oversee the Met, work with central government on police funding issue and commission services directly.

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# Senior Leadership Team



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# Police and Crime Plan

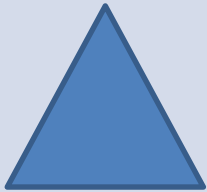


- A better police service for London
- A better criminal justice service for London
- Keeping children and young people safe
- Tackling violence against women and girls
- Standing together against hatred, intolerance and extremism

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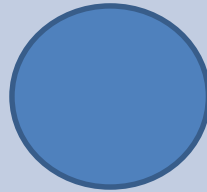
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# Oversee, Convene, Deliver



## Oversee

The Mayor and Deputy Mayor exercise a statutory duty to oversee policing, including through formal mechanisms of the Oversight Board and Investment Advisory Board, and through regular bilateral dialogue



## Convene

The Mayor and Deputy Mayor are able to convene partners to deliver the Police and Crime Plan, including through the formal mechanism of the London Crime Reduction Board



## Deliver

MOPAC plays a direct role in delivery, through commissioning services and carrying out significant stakeholder consultation and engagement on policing and criminal justice matters

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# ...and Communicate



## Communicate

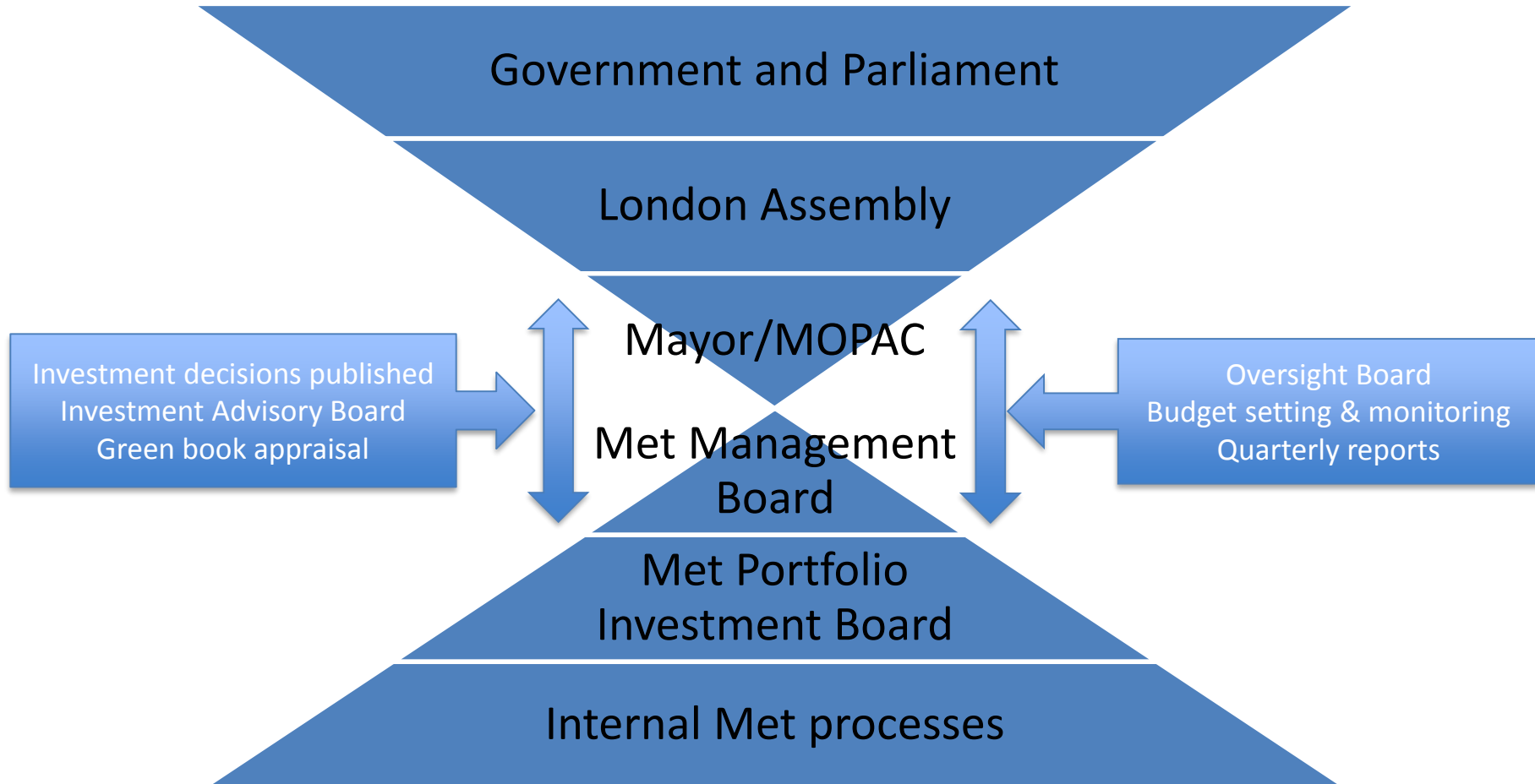
MOPAC has a duty to respond to Mayor's Questions, PCC Questions, Public Enquiries, FOIs. We also take great pride in engaging with stakeholders and communities across London – be this through newsletters, social, formal consultation or events

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# Oversight and parliamentary scrutiny



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# MOPAC

A Great Place to Work

## Our Values

**Leadership** - supporting and challenging ourselves and others to make Londoners safer

**Contribution** - giving our best in our roles and helping colleagues to achieve and develop in theirs

**Innovation** - willing to try new ideas to make things better, using research and evidence to prove what works and to learn from what doesn't

**Cooperation** - bringing people and organisations together to better serve Londoners

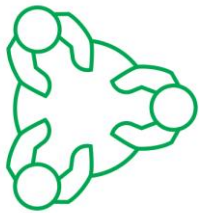
**Honesty** - doing the right thing - behaving ethically, with integrity, impartiality and transparency

**Respect** - treating others as we would like to be treated ourselves

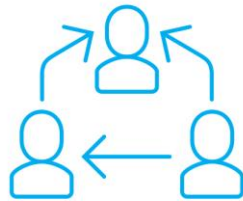
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# MOPAC: A Great Place to Work



**INCLUSIVE  
CULTURE**



**MANAGING,  
RECOGNISING and  
DEVELOPING OUR PEOPLE**



**GREAT LEADERS  
and MANAGERS**



**HEALTHY WORKING  
ENVIRONMENT**



- ❖ Staff Working Groups
- ❖ Bi-Annual Pulse Surveys
- ❖ Trade Union: PCS



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# MOPAC's Commissioning Responsibilities

- The **Police Reform and Social Responsibility Act 2011** provides MOPAC with power and duties beyond policing, including responsibility for the delivery of community safety, reducing crime and consulting victims, alongside an ability to commission crime and disorder grants
- **MOPAC's role as a Commissioner has developed significantly over the last 4 years.**
- MOPAC's commissioning approach has aided the development of regional and local partnerships, leveraging in match funding with a **focus on efficient and effective services for London.**
- **There is considerable scope to further develop MOPAC's commissioning role**, taking into account local and regional partners ask for leadership and coordination, alongside central government's increasing focus on the devolvment of criminal justice budgets

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# Strategic Commissioning Principles

**MOPAC's commissioning approach is based on the following principles:**

- Ensuring value for money
- Based on evidence-based and need (qualitative and quantitative)
- Focused on achieving the Police and Crime Plan outcomes
- Service users engaged and focused on benefits to the user
- To make the most of opportunities for cross-borough and regional co-commissioning models
- Working with providers where appropriate to develop/change services in line with review and evaluation

# Commissioning Budget

- The 2018/19 MOPAC gross budget totals £67m, with a net budget of £39m.
- The net budget provides the capacity to deliver democratic services for policing oversight, and to commission other bodies to deliver crime and policing commitments in line with the Mayor's Police and Crime Plan, published in March 2017.
- The commissioning function accounts for a significant proportion of the MOPAC budget, totalling £49m in 2018/19.
- From the total £67m allocated gross budget, £10m ( figure to Quarter report) is allocated for staff pay and overtime. This represent 15% of the gross MOPAC budget.
- To place this in context against other PCCs, Northants' commissioning budget is £2m and Herts is £4m

# Commissioning Activities

Total spend on programme is £46m, which continues to evolve as new grants are bid for and allocated for new or existing provisions

## A Better Criminal Justice System

Budget has been allocated towards;

- London Crime Prevention Fund for Offender(LCPF) Management
- Female Offender service
- Drug testing
- Supporting Victims including Restore London project, and work by the Victims Commissioner on service review

## Keeping Children and Young People Safe

- LCPF
- Child House Transformation project
- Tackling knife crime and violence via the Mayor's Knife Crime Strategy

## Tackling Violence Against Women and Girls (VAWG)

- protecting and supporting victims via Domestic Violence Services, London Havens and Rape Crisis Centres
- Police Transformation Projects: Drive and Multi Agency Stalking Intervention Programme

## A Better Policing Service for London

- Victim and Witness Service

## Standing Together Against Hatred, Intolerance and Extremism

- LCPF
- Advocacy
- Countering Violence Extremism programme

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# CJC Directorate

- CJC Directorate – established posts 32 + non established 10 (currently)
- 4 Commissioning Teams (VAWG, Safer Youth, CJS and Victims) + Contract Management Team
- Posts being advertised:
  - 2 x Grade 2 Head of Services and Commissioning
  - 2 x Grade 4 Senior Policy and Commissioning Manager
  - 1 x Grade 6 Programme Officer
- All are permanent positions
- Closing deadline is 1<sup>st</sup> September 2019 at 23:59

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# Application process



**GREAT LEADERS  
and MANAGERS**

- ✓ Application form
- ✓ Interview
- ✓ Tests, such as:
  - Presentation
  - Briefing exercise
  - Stakeholder Panel exercise

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# Application Form



HEALTHY WORKING  
ENVIRONMENT

1. Employment History
2. Academic History
3. Supporting Statement – 2 sections

Section	Mapped to section of JD
<b>Knowledge and Experience</b>	Main duties / key accountabilities and role requirements
<b>Required Competencies</b>	Competencies <ul style="list-style-type: none"><li>- MOPAC Competencies for that grade</li><li>- [if applicable] required competencies</li></ul>

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# Application form: tips



- Use examples to demonstrate knowledge, experience and competencies
- Examples can be from employment, voluntary work, education, or any other activity you consider relevant
- Avoid listing your duties and responsibilities in supporting statement – should be in employment history section
- Think of the panel -
  - Use the STAR model
    - Situation, Task, Action, Result
  - Keep it concise
  - Use the words in the job description
  - Proofread it

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# Interviews



- Usually about 50 minutes
- Panel usually made up of Hiring Manager, independent + others.
- Questions cover the knowledge, experience and competencies required
- A mixture of
  - Competency based ('Give me an example when..')
  - Situational ('How would you approach this...?')

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# Interview Tips



**GREAT LEADERS  
and MANAGERS**

- Know the job description backwards
- Map your experience and strengths against the job description
- Know that backwards, without learning answers by heart
- Know why you want the job
- Keep it concise – read the room and allow the panel to interject.
- Don't be put off if they interject – it's usually due to time / trying to help you cover the right ground
- Answer the question
- Don't be afraid to sell yourself, but also be honest if they ask about areas for development
- Practice!!

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# Tests



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ENVIRONMENT

We often use tests in addition to interviews as a mixed-method approach can be more effective. These include:

Test	What we're testing
Briefing Exercise	Writing skills, analysis skills
Stakeholder Panel Discussion	Influencing, problem solving, communication skills
Presentation	Strategic thinking, communication skills

The tests are scored alongside the interviews.

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# Questions?

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