

The Mayor’s Office for Policing and Crime

Job Description

Role	Head of MPS Oversight – Operational Policing and National Engagement	Grade	G3
Reports To	Head of MPS Oversight and Performance	Post Ref	E1057
Directorate	Strategy and MPS Policing	Team	Strategy – MPS Oversight, Operational Policing

Job purpose

- Support the Head of Oversight and Performance in oversight of the Metropolitan Police Service (MPS), undertaking analysis of MPS performance to identify emerging issues and developing an understanding of how this compares to other Most Similar Forces.
- Lead on oversight of operational policing matters. Undertake effective oversight of the MPS and contribute to MOPACs wider approach to oversight.
- Discharge oversight responsibilities on behalf of the Mayor and Deputy Mayor in support of the objectives in the Police and Crime Plan by providing insight and analysis of operational policing matters and working with the MPS to understand issues and drive appropriate action.
- Lead on senior engagement with key national policing organisations (e.g. NPCC) and agencies, providing effective representation of Deputy Mayor for Policing and Crime’s ambitions for policing in London. Identify interdependencies elsewhere in MOPAC and communicating effectively with relevant leads on the interface between national and local policing.
- Lead on national functions as required and represent MOPAC at key national boards.

Principal Accountabilities

1. Work with the Director of Strategy and MPS Oversight, the Head of MPS Oversight and Performance and members of the Senior Leadership Team to set the oversight strategy for operational policing matters as part of the wider approach to MPS oversight.
2. Work with the Director of Strategy to analyse MPS performance and identify emerging challenges. Understand MPS performance in the context of national and Most Similar Group performance and develop appropriate responses.
3. Lead for MOPAC on operational oversight on issues including counter-terrorism, serious organised crime, public order, civil contingencies, air support, national IT systems and related issues. Influence the MPS Management Board and senior leaders to drive effective discharge of policing functions.

4. Identifying the necessary inputs for oversight (including data, evidence, scrutiny and HMICFRS inspections and audits) and lead a risk-based approach to take the right oversight approach in the right fora, in liaison with the Head of MPS Oversight – Governance and Professionalism.
5. Work with the Head of Policing Policy to identify areas for development and commission appropriate policy responses to deliver the operational policing oversight strategy.
6. Lead on Operational Digital Policing oversight, including oversight of key IT infrastructure projects. Liaise with national infrastructure programmes on behalf of MOPAC.
7. Represent MOPAC at key national forums, including APCC and NPCC, as well as at senior meetings with the MPS and City Hall on policing oversight matters. Identifying the wider interests of MOPAC and ensuring that the Mayor's policy position is appropriately reflected.
8. Lead representative for MOPAC with other law enforcement agencies (National Crime Agency, other forces), to identify best practice to inform effective oversight and scrutiny of the MPS.
9. Represent MOPAC on the Board of the Crime Prevention Initiative, fulfilling the role of Director on the Board and ensuring that MOPAC's wider policy, performance and finance interests are maintained.
10. Ensure MOPAC's statutory responsibilities for public response to HMICFRS inspection reports are effectively discharged and ensure inspection and review activity relating to operational policing matters, informs oversight of the MPS.

General Responsibilities

- Manage staff and resources allocated to the job in accordance with MOPAC's Code of Conduct, including their responsibilities around preventing fraud, bribery and corruption.
- Produce high quality briefings and respond to Mayor's questions. Provide high quality briefings for the Deputy Mayor and lead on correspondence on areas relating to operational policing, as required.
- Realise the benefits of London's diversity by promoting and enabling equality of opportunities and promoting the diverse needs and aspirations of London's communities.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with MOPAC Health and Safety policies.
- To work in accordance with data protection policies and adhere to Freedom of Information policies where appropriate.
- Realise the benefits of a flexible approach to work in undertaking the duties and responsibilities of this job, and participating in multi-disciplinary, cross-department and cross-organisational groups and project teams.
- To undertake such other duties as may be reasonably expected.

Key relationships

Accountable to: Head of MPS Oversight and Performance

Accountable for: NPCC Senior Programme Manager. Supported by Policy Officers, Governance, Risk and PMO Manager and MOPAC Private Office and Secretariat as required.

Principal contacts: DMPC, MOPAC Board, Mayoral Director of Policy, Head of MPS Oversight – Governance and Professionalism, Directorate of HR, MOPAC Secretariat and Private Office, MOPAC Evidence and Insight Team, Greater London Authority officials. External: MPS Senior Executive leaders, MPS Strategy and Governance team, national and local Government officials.

Person specification

Essential requirements:

1. Experience as a senior police officer, including leading oversight and scrutiny arrangements in high-profile and complex environments.
2. Ability to develop strategies for managing risk and issues, using quantitative, qualitative, experiential and audit/inspection evidence.
3. Experience of communicating with, and building relationships, with senior partners across a complex stakeholder environment, particularly senior operational leaders.
4. Ability to work across teams and directorates to deliver MOPAC priorities, building rapport and motivating others to succeed.

Desirable requirements:

5. Experience of working with politicians to develop and agree oversight and scrutiny strategies.
6. Experience of developing and implementing policy in complex and controversial subject areas.
7. An understanding of local and regional government working.

Behavioural competencies

Delivering Outcomes

Delivers quality outcomes to meet strategic objectives

Works in partnership to support the delivery of local and corporate objectives. Drives local performance, vision and strategy, managing streams of activity and aligning to corporate objectives where relevant. Ensures a high quality service, balancing the needs of customers and stakeholders. Adapts and responds to shifting priorities. Deals with complex challenges, engaging with root causes and managing solutions. Reviews working practices and enables change to improve existing practices.

Manages risk through informed and reliable judgement

Implements plans and considers contingencies. Evaluates complex information to make proportionate and justifiable decisions and manage risk where appropriate. Sustains clear and robust governance over area of responsibility. Provides guidance to others, seeking it where appropriate. Promotes continuous improvement proactively by identifying, sharing and applying lessons learnt.

Organisational Influence

Provides strong leadership

Provides clear direction through visible, approachable leadership and leading by example. Values and motivates staff, dealing with their concerns in a consultative way. Manages and develops a positive working culture and equality practices within area of responsibility. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others. Takes account of how own behaviour affects others.

Ensures professional standards are upheld and clearly communicates support for corporate vision. Manages performance and staff issues appropriately and fairly. Shows personal resilience and ownership of decisions. Upholds policy, legislation and regulations, influencing policy where practicable, and acts with integrity, challenging those who do not.

Develops effective strategic relationships

Establishes effective and inclusive communication processes where relevant. Influences and communicates effectively through a sound understanding of relevant stakeholder environments. Ensures clear, two-way communication through listening and responding appropriately, learning and sharing information. Works collaboratively across and outside of the MPS where practicable, upholding organisational reputation and managing risk to it.

Date: April 2021