**Statement of Suitability: Director of People Services, City of London Police**

*(Please answer each point with clear, concise, quantitative examples of what you have delivered, rather than your thoughts/theories on a point. Feel free to use multiple bullet points, ensuring you keep to up to 4 pages for your contents).*

We recommend that you review the Job Description and pay attention to the Key Responsibilities, Essential & Desirable Criteria, and write a short summary evidencing your experience against the points below.

We would also suggest a couple of sentences on WHY the role appeals to you and your motivation for joining the City of London Police. It is an opportunity to make an impression as every hiring manager would be interested to know why people want to become part of the team.

* Evidence of successful HR leadership and previous experience of developing and implementing HR strategies and policies with particular expertise in Business Partnering, Strategic Workforce Planning, Resourcing, Employee Relations and HR Ops along with a track record of delivering improvements in functional service and wider organizational benefits. Ideally this would be with specific experience of a policing environment or related organization.
* Evidence of the ability to build HR capability and expertise to deliver a modern and professional service function of relevant scale and complexity; building, leading and continuously developing high performance teams both within HR and supporting the development of others across the organization.
* Evidence of strong communication skills, both verbally and written, with the ability to convey technical and complex information to a broad range of stakeholders at different levels of seniority and to ensure engagement and understanding across the organization.
* Able to build effective working relationships with a range of stakeholders within the Police force, the Corporation and wider stakeholder organisations, through a combination of excellent interpersonal skills, business judgement and a highly collaborative approach.
* A track record of effective change leadership with a focus on outcomes and results within both an HR environment and from a wider organizational perspective.
* Demonstrable flexibility, innovation and customer service orientation on both a proactive and reactive basis. Able to demonstrate active listening and subsequent flexibility in ideas and approach.
* Member of the Chartered Institute of Personnel and Development (at graduate level or above).