

MILES | ADVISORY

Police Force

Leadership

Hiring





Understanding police force recruitment.

Through our experience of recruiting many police force roles we have developed a good understanding of what makes police force recruitment different.

Delivering a service through functional excellence

Front line service delivery is the most important element of a police force, and recruitment into non-uniformed roles must be done in recognition of this fact. Being able to tie the purpose of the role to the delivery of policing through our candidate engagement narrative is key. Many candidates would never think about police careers offering functional and professional leadership opportunities and we have found that tying these opportunities to a public service purpose is a powerful draw.

Public Perception

Policing comes with a public perception of the sort of culture one could expect. By getting to know the organisation and individuals we have been able to share insight with candidates into key initiatives that can allay some concerns. Many forces focus on wellbeing, diversity, transparency and capability development, all key factors in attracting top talent, and we are able to bring these stories to life.

Culture

• The uniformed leadership and hierarchy within a police force reflects the primacy of the policing purpose, and this equally sets the tone for the organisational culture. For example in today's world hybrid working and work life balance are common factors in choosing a career, and we work with candidates to set realistic expectations around a more office based working pattern. Being clear on the reality of working in a police force from the outset is important in the candidate experience, removing any surprises later in the process.

Process management

• We are experienced at working with police forces to ensure that our processes are fully compliant with internal policies and requirements for data etc, and integrating all applications from search, advertising and internal candidates. We maintain a fair and transparent process through to completion. We provide project management and logistical support to ensure all involved remain informed and that projects progress seamlessly.



Creating positive, quality and equitable experiences.

Much of our business is repeat business from clients and candidates who have enjoyed a quality of experience that has become our hallmark.

We recognise that senior client figures are busy but need to be kept informed, and that candidates may need additional support if they have never considered roles in public sector before, let alone within a police force. We tailor our process, engagement and support for clients and candidates alike to ensure the best possible experience and process outcomes.

Client experience:

We tailor our process to meet client requirements, from high levels of senior management involvement to a lighter touch but highly informative and engaging process. Based on taking a detailed brief, we individually meet and assess viable candidates, so our clients often choose to forego a longlisting event and go straight to a shortlist at which we present our recommendations. This reduces the time commitment from the hiring panel, but we ensure they remain informed through regular updates and access to our candidate portal where they are able to review applications from an early stage.

Candidate experience:

Through our experience and detailed approach to briefings and understanding organisations, we are able to present well informed and engaged candidates who have all been professionally managed through the process. Candidates value the level of understanding and insight we are able to share, as well as our high standards of execution in candidate management – predicated on clear and regular communication at all stages, which is really important for candidates of seniority.

Diversity and inclusivity:

Our wide networks and ability to source candidates from across all sectors including policing, government, industry etc mean we are able to bring a wide variety of backgrounds and diverse candidates into the process. Our track record of appointments into senior roles exceeds industry norms for placing candidates from minority backgrounds within classifications including gender, ethnicity, disability and socio-economic.



Track Record.

All of these factors contribute to the successful outcome and positive experience for all parties in the recruitment campaigns we run within policing and uniformed environments.

Our methodology and values driven approach is applied to all of our appointments, a formula that has led to more than a 100% success rate (some campaigns have resulted in multiple candidates being appointed) in placing senior candidates in the public sector over the last few years. Added to this is the expertise and experience of our team, including administration, project management, research and Lead Partner resource. Our Lead Partner experience within the team includes:

Police related roles:

- His Majesty's Chief Inspector for Police, Fire and Rescue – **Home Office**
- Operational Support Services Director – **Met Police**
- PMO Director – **City of London Police**
- PMO Director – **National Crime Agency**
- Head of People and Capability, Commercial – **Met Police**
- HR Deputy Directors *2 – **Met Police**
- Service Delivery Directors *2 – **Met Police**
- Service Delivery Deputy Directors *2 – **Met Police**
- Head of Assurance – **Met Police**
- Director of Digital – **National Crime Agency**
- Heads of Commercial *4 – **Met Police**
- Commercial Leads *6 – **Met Police**

Other relevant experience:

We have recruited a number of other roles in organisations such as **Home Office, MoD, MoJ** etc where operational uniformed staff and hierarchy forms part of the cultural consideration.

In addition we have worked with many public bodies in **London**, including **Local Authorities, Health, TfL, LLDC, The British Library**, and recruited functional leadership roles such as **Finance, HR and Technology/Digital Directors**, as well as senior **Policy and Strategy** roles across a number of government organisations.



Why Miles Advisory?

All in all our processes, experience in this sector, reach, values, methodology and current market connections and functional expertise when brought together guarantee an unparalleled service and successful outcomes in all your campaign requirements.

Contracting with us

This couldn't be easier. As accredited suppliers with the Crown Commercial Service, we are pre-qualified to provide services to all public sector organisations under the terms and conditions of CCS framework RM6290 which covers senior recruitment including management, executive and non-executive roles. This framework allows for direct award to accredited suppliers, and we are governed by the fees and discount arrangements agreed as part of our participation on that framework.



What next?

We would welcome an opportunity to meet with you and engage further and believe in building relationships over the long haul.

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Marcus Luke - Partner

Marcus Luke, Partner, has led on the appointment of senior figures into public sector organisations across functions and in leadership roles in Construction, Major Projects, HR, Finance, Digital, Infrastructure, Real Estate and Commercial disciplines. Director level experience includes with clients such as The Metropolitan Police, The City of London Police, The City of London Corporation, Network Rail, DWP, The British Library, BEIS, OPRED, DfE, MoJ, MoD, FCO, Cabinet Office, HMRC and DfT. Prior to 2016, Marcus worked as a Senior Civil Servant, most recently in the Cabinet Office.

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