



GIBRALTAR POLICE AUTHORITY

(The Community in Policing)

VACANCY FOR COMMISSIONER, ROYAL GIBRALTAR POLICE

The Gibraltar Police Authority is looking for a successor to the current **Commissioner of the Royal Gibraltar Police** on his retirement in April 2025. We seek a motivated, enthusiastic and experienced strategic police leader, who has completed the College of Policing's 'Strategic Command Course' or 'Police Leadership Programme – Stage 5 (Executive Leaders)', or equivalent, by the date of appointment.

The Commissioner is responsible for overseeing the **operations, administration, and strategic direction** of the force. The Commissioner is expected to work closely with the Governor of Gibraltar, His Majesty's Government of Gibraltar, the Gibraltar Police Authority, the Gibraltar Police Federation and other stakeholders to ensure the highest standards of policing excellence and public safety in the territory.

The Commissioner is also responsible for continuing to develop and foster high levels of **community confidence** in the Royal Gibraltar Police and for **driving organisational change**.

The Authority requires applicants to be able to demonstrate the relevant competencies and values as set out in the **College of Policing's 'Values and Competencies Framework', Level 3**; and in addition, they should have:

- A proven track record of **leadership and management** in a senior police role, at the rank of **UK chief officer, or UK superintendent or equivalent**.
- A strong commitment to the **values and principles** of the Royal Gibraltar Police, including integrity, professionalism, accountability, respect, and honest community engagement.
- **Excellent communication and interpersonal skills**: you will build and maintain effective relationships with internal and external partners, the media, and the public in general.
- Experience of **stakeholder relationship management**: you will build and maintain strong and constructive relationships with internal and external stakeholders and collaborate with them to address common issues and challenges.
- A commitment to **safeguarding** and promoting the welfare and safety of all vulnerable persons.
- You will **inspire and motivate** your officers and staff to achieve the vision and priorities of the Royal Gibraltar Police, and foster a culture of **professionalism, integrity and innovation**.
- Experience of effective **financial management**: you will manage the budget and resources of the royal Gibraltar Police efficiently and effectively and ensure value for money and transparency in all financial decisions.
- Experience of carrying out **strategic change**: you will lead and implement strategic change (including in light of any recommendations coming from the

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McGrail inquiry) to improve the performance and capability of the Royal Gibraltar Police and respond to the changing needs and expectations of the community, the Government and all stakeholders within Gibraltar.

The Commissioner of Police is appointed by the Governor of Gibraltar, on the advice of the Gibraltar Police Authority, for a **fixed term of four years** with an option to renew.

The post attracts a **salary of £139,886 per annum, plus relocation and housing allowances**, where an applicant is recruited from overseas.

Applicants must be **British nationals** or citizens of **Australia, Canada or New Zealand**, and are, or will be on taking up the appointment, **resident in Gibraltar**.

Further particulars, including details on how to apply and what to include in an application can be obtained from the Gibraltar Police Authority [website](#).

For further details please contact the Secretary, Gibraltar Police Authority at secretary@gpa.gi. Applications will need to be received by **10:00am CET on Monday 20 January 2025**.

Only shortlisted candidates will be contacted for interviews. We expect **interviews** will be held in w/c 24 February 2025.

It would be desirable for the successful applicant to take up the position in **May 2025**.

Link: <https://www.gpa.gi/>

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