



GIBRALTAR POLICE AUTHORITY

(The Community in Policing)

COMMISSIONER OF THE ROYAL GIBRALTAR POLICE

Further particulars

November 2024



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JOB DESCRIPTION

Role Title: Commissioner - Royal Gibraltar Police

Salary £139,886

Location Gibraltar

Appointed by: H.E. The Governor on the advice of the Gibraltar Police Authority

Role Summary: The Commissioner has overall responsibility for **executive leadership** of the Royal Gibraltar Police, creating a vision, setting direction and establishing a culture that builds public and organisational confidence and trust, and enables the delivery of professional, effective and efficient policing service.

The Commissioner holds direct accountability for the **operational delivery** of policing services and the effective command and leadership of the policing response to crime, as well as major and critical incidents.

The Commissioner is responsible for fulfilling all statutory and legal obligations of the office of Commissioner under the **2006 Police Act**

Key Accountabilities

- Set and ensure **the implementation of organisational and operational strategy for the Royal Gibraltar Police (RGP)**, having due regard to the [Annual Policing Plan](#) for Gibraltar and any wider plans and objectives, focusing strongly on the community in order to provide an effective and efficient policing service.
- Develop a mutually productive **strategic relationship with the Command Team** and the **Gibraltar Police Authority** in line with the requirements of the Policing Plan, whilst fulfilling all statutory and legal obligations.
- Develop and maintain **governance arrangements** and processes within the RGP, to ensure effective decision-making and appropriate action at all levels of the organisation.
- **Lead** the force, **communicating** a clear direction, setting **organisational culture** and promoting **values**, ethics and high standards of professional conduct to enable an effective and professional service.



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- **Lead, inspire and engage with the Command Team;** setting and role modelling approaches to an organisational culture that promotes and demonstrates a strong commitment to well-being, facilitates impactful professional development and performance management to create empowered teams that effectively enable the achievement of the Annual Policing Plan priorities.
- Hold accountability for the RGP's **financial management** and determine budgets within the agreed framework, to ensure the effective use of public spending and maximise value for money.
- Lead and command the **operational policing responses** in the highest risk and high profile instances, in order to protect the public and ensure an appropriate and effective response.
- Ensure the RGP has effective capabilities to deal with **serious crime** and **financial crime risks**
- Lead the RGP through further **transformation** and **strategic change** (including in light of any recommendations coming from the McGrail inquiry)
- Fulfil the authorising responsibilities of a Commissioner and maintain operational oversight, holding **accountability** for effective, compliant policing responses, in order to protect the public and further develop the RGP's operational strategies.
- Champion **equality** of opportunity, diversity, inclusion, human rights and fair treatment both internally and externally, promoting the delivery of excellence and fairness for all.
- Develop and maintain relationships with key **strategic partners**, effectively influencing and collaborating to contribute to improvements and change in the broader operating context and enable the achievement of the RGP's priorities.
- Create and drive a culture of **development, change and innovation** to ensure enhanced productivity, value for money and continuous improvement in evidence-based policing.
- Advise national bodies such as the **Gibraltar Contingency Council** on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Engage, at the direction of the Governor, **relevant UK and international stakeholders** in the best interests of RGP and the safety and security of Gibraltar.
- **Represent the RGP** at a local, national and international level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in policing.
- Play an active role in **national decision making** on the development of the RGP to enable the effective co-ordination of operations, reform and improvements in



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policing and the provision of value for money and in line with recommendations set out by His Majesty's Inspectorate of Constabularies and Fire and Rescue Services.

PERSON SPECIFICATION

In your application, you should provide examples of your experience in meeting the assessment criteria listed below. These will be the key criteria used for selection.

ESSENTIAL CRITERIA

- Applicants should be serving at the rank of **UK chief officer**, or **UK superintendent**, or Gibraltar or other equivalent, or have recent experience at these levels.
- Applicants must be **British nationals** or citizens of **Australia, Canada** or **New Zealand**
- The successful candidate is, or will be on taking up the appointment, **resident in Gibraltar**.

The successful candidate will also:

- have a commitment to serving the public with extensive experience of **leading a policing organisation**, using evidence-led policing to deliver for, and with, the public and developing excellent services and support for victims;
- show evidence of leading outstanding **strategic delivery** of effective operational policing and partnership work to reduce and prevent crime in challenging situations whilst retaining public confidence;
- show their ability to manage large **organisational budgets** and derive the best outcomes and **value** from public money to deliver excellent service and value;
- have a successful track record of leading a large and complex organisation through **change**, creating a diverse workforce and implementing **cultural transformation**;
- have experience of working successfully with **Governments and their agencies** to deliver successful outcomes and an understanding of the wider political, social and economic context;
- have experience of and commitment to working for, and with, **diverse communities** to build trust and confidence;
- show evidence of **resilience and emotional intelligence** to lead a complex organisation in a diverse region;



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- show evidence of displaying and role modelling credible, visible and empowering **leadership**, demonstrating sound ethical judgment and outstanding interpersonal and communication skills;
- show evidence that they will operate at **Level 3 of the Competency and Values Framework for policing** as a minimum.

ESSENTIAL QUALIFICATIONS AND EXPERIENCE:

- A minimum of **three years'** senior police officer¹ experience.
- Completion of the **College of Policing Strategic Command Course** or the **Police Leadership Programme – Stage 5 (Executive Leaders)**² or equivalent by the date of appointment.
- Qualification and operational experience of at least one of the following courses or international equivalents:
 1. Authorising officer³
 2. Strategic firearms commander⁴
 3. Multi Agency Gold Incident Command⁵
 4. Public order gold commander⁶
 5. Senior investigating officer⁷

¹ At least UK police superintendent rank or equivalent.

² [New executive leadership programme to replace strategic command course | College of Policing](#)

³ <https://profdev.college.police.uk/professional-profile/chis-authorising-officer/>

⁴ <https://www.college.police.uk/career-learning/learning/courses/strategic-firearms-command-course>

⁵ <https://www.college.police.uk/career-learning/learning/courses/multi-agency-gold-incident-command-magic>

⁶ <https://profdev.college.police.uk/professional-profile/public-order-gold-command/>

⁷ <https://www.college.police.uk/career-learning/learning/courses/pip-level-3-senior-investigating-officer-development-programme>



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APPLICATION PROCESS

If you wish to apply for this position, please submit the following to the Secretary at the Gibraltar Police Authority at secretary@gpa.gi by **10.00am CET on Monday 20 January 2025**.

- (i) A cover letter of application explaining why you think your experience and professional trajectory makes you an ideal candidate for this post.
- (ii) A Curriculum Vitae demonstrating your professional trajectory, qualifications and experience.
- (iii) A 500 word statement setting out your vision for the Royal Gibraltar Police in Gibraltar for the next four years.
- (iv) Your final report from the Strategic Command Course or Police Leadership Programme – Stage 5 (Executive Leaders) or equivalent (unless you are currently on the programme).

Shortlisted candidates will be required to:

- (v) Prepare a presentation, of up to 15 minutes, in which you set out the principal challenges facing the Royal Gibraltar Police, how you would propose to deal with these and the priorities that you would set on taking up appointment.
- (vi) Attend a first round of interviews (in person/online).
- (vii) Attend a second round of interviews (in person), if further shortlisted.
- (viii) Provide references on request.

Interviews are likely to take place in late February to mid March 2025.

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



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INTERVIEW PANEL

The selection panel which will interview candidates will consist of no more than 6 persons. The panel will consist of the Chairman of the Gibraltar Police Authority, the member appointed by His Majesty's Government of Gibraltar and the member appointed by the Governor of Gibraltar, plus three more members.

The Foreign, Commonwealth and Development Office's Overseas Territories Policing Adviser will be invited to be in attendance at the interview stage as an observer, and to provide technical assistance to the interview panel. The Overseas Territories Policing Adviser will not be invited to remain for the Panel's deliberations but will remain available to the Panel in the event of further technical considerations being necessary.

ABOUT THE ROYAL GIBRALTAR POLICE

The Gibraltar Police, as it was known, became operational in 1830 making it the oldest police force in the Commonwealth, and second oldest British Police Force in the world. On the 12th June 1992, Her Majesty Queen Elizabeth II conferred the prefix "Royal" to the Gibraltar Police.

Through their ethos of 'many faces, one team' the RGP is equipped to meet the needs of the diverse and multicultural society it serves. Currently led by Richard Ullger, it numbers over 280 officers and support staff. Units include 24/7 Response, Marine, Roads & Community Policing, CID, Public Protection, Economic Crime, CSI, Drug Squad, Force Intelligence & Special Branch, alongside the recently established Domestic Abuse and Victim Support teams.

For further information about the RGP, see the [Annual Policing Plan](#).

WORKING IN GIBRALTAR

Working in Gibraltar offers a unique blend of professional opportunities and an exceptional quality of life. Nestled on the sunny Mediterranean coast, Gibraltar combines the vibrancy of a bustling business hub with the charm of a small, close-knit community where you can enjoy a dynamic work environment with diverse, international colleagues.



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TENURE, TERMS, SALARY AND PENSION

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

The appointment will be subject to HM Government of Gibraltar Security Instructions, Departmental and General Orders, and the Information Technology Security Policy to the extent that they apply to police officers. Matters of conduct and ethics are governed by the Police Code of Ethics

The salary is currently £139,886 per annum and annual leave is 30 working days per annum, plus relocation and housing allowances, where applicable.

The appointee shall be eligible to contribute towards the Gibraltar Provident Trust Fund No. 2 Pension Scheme or the Gibraltar Guaranteed Superannuation Fund Pension Scheme, from 12 months after the commencement date in the role. Details of these pension schemes are available on request by emailing secretary@gpa.gi

RELOCATION ALLOWANCES

An applicant recruited from overseas will be paid a relocation and housing allowance, details of which are available on request by emailing secretary@gpa.gi

For more information on the terms and conditions of the appointment, please contact: secretary@gpa.gi.