

Date 26th October 2023

Dear Prospective Chief Constable Candidates

An exciting opportunity has arisen for an exceptional leader, to lead North Yorkshire Police on its journey of continuous improvement towards outstanding.

This is a terrific opportunity to lead a Force with a unique commitment to collaboration and to be part of a family of organisations; Police, Fire, Office of the Police Fire and Crime Commissioner and joint enabling services. A collaboration which is about to move into closer partnership working with local government through Devolution. This will provide an opportunity to harness the potential of joint strategic thinking and delivery through devolved powers and money, which can address the root causes of vulnerability and harm in our communities.

I am looking for a collaborative leader with a commitment to prevention, protection, safeguarding, early intervention and to working in close partnership for victims and the most vulnerable. A leader who can join us on our journey to deliver the outcomes the public need, and want, as set out in my Police and Crime Plan and Violence Against Women and Girls strategies.

I want someone with the drive to sustain the force's programme of improvement and with a proven track record of financial excellence in operational delivery. Who comes ready to build further the trust of the community in the police, putting the community at the heart of policing to ensure legitimacy. Whilst leading from the front in addressing new and emerging threats in policing for example, Cyber and Serious Organised Crime.

The people of North Yorkshire and the workforce of North Yorkshire Police deserve to be led by the best that policing has to offer. I am keen to ensure the broadest candidate pool as possible. As such, I very much welcome applicants from outside of the force area who may be able to bring new insights to drive up public confidence in policing through service excellence, transparency, accountability, and engagement with our increasingly diverse communities; coupled with a commitment to make North Yorkshire Police an employer of choice for all who wish to make a positive difference for the public.

If you would be interested in having an informal discussion in the first instance please contact my Chief Executive, Simon Dennis Via [REDACTED]

The full application pack can be found on my website <https://www.northyorkshire-pfcc.gov.uk/how-can-we-help/get-involved/vacancies/> or through the College of Policing website [Chief officer vacancies | College of Policing](#)

Your sincerely

[Signature redacted by NYC prior to publication]

Zoe Metcalfe

North Yorkshire Police, Fire and Crime Commissioner