

## **ROLE PROFILE**

**Post:** APA Assistant Co-Director – PNAC

### **Outline:**

The Police National Assessment Centre (PNAC) is responsible for assessing officers who wish to take the Senior Command Course and be eligible for appointment as a chief officer. The Senior PNAC (SPNAC) is an Assessment Centre that employs multiple assessors, tests and exercises where candidates have opportunities to demonstrate the competencies deemed appropriate for effective performance as a Chief Officer. Final assessment is based on the candidate's performance over the whole assessment centre.

The operation of SPNAC is overseen by the Professional Reference Group chaired by an ACPO representative and a number of Executive Directors including a representative of the APA. The board takes strategic decisions in relation to SPNAC and members usually attend at least one intake of officers to both SPNAC and Junior PNAC a year. Ideally the suitable candidate for the Assistant Co-Director PNAC will have a background in equalities and diversity.

Currently Paul Deneen is the APA Co-Director of PNAC and Ian Laidlaw-Dickson holds the APA Assistant Co-Director position.

### **Purpose of the role:**

The role of APA Assistant Co-Director PNAC will be to represent the Association of Police Authorities at a strategic level in the design and delivery of the Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre processes. This role also has a particular focus on issues around Race and Diversity.

### **Responsibilities:**

- To ensure that exercises delivered at Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre are appropriate, meaningful, test to an appropriate level and are topical.
- To be consulted over the initial design of Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre exercises including the trial of materials.
- To observe and comment on the logistical delivery of Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre exercises.
- To attend Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre on a sampling basis, whilst the Assessment Centres are in progress, to demonstrate visibility to candidates and represent the interests of the Police Authorities.
- To meet with Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre Managers and staff.

- To ensure that Human Rights & Equal Opportunity issues are taken into account.
- To be consulted as to the basis of ideas, production, innovation and future development of the Senior Police National Assessment Centre and High Potential Development Scheme Assessment Centre.

### **Relationships:**

The Assistant Co-Director will come into contact with the following people as a result of their responsibilities: Head of Examinations & Assessment (NPIA), Examinations & Assessment personnel, Senior Police National Assessment Centre Directors, Co-Directors, Assessors and Candidates.

### **Circumstances:**

The time commitment of the APA Assistant Co-Director is a variable however it is anticipated that the Associate Director would be available to provide one full day per year for input into exercise design & development for each Assessment Centre process, attend on one day at each of the Assessment Centre processes and to provide one day per year to attend respective debrief meetings as required. The number of days required to fulfil the role is approximately six. (This excludes travelling times).

### **Time Commitment:**

Up to 6 days per annum (£1075 per annum)

### **Travel and Subsistence:**

Met by the APA and PNAC.