



EMPLOYMENT OPPORTUNITY ROYAL VIRGIN ISLANDS POLICE FORCE

Vacancy Notice No. 4 of 2020

The British Virgin Islands (BVI) is a United Kingdom Caribbean Overseas Territory located 60 miles east of Puerto Rico. To ensure that the RVIPF complies with all legal requirements, that crime prevention and detection is at the forefront of the RVIPF service delivery and that modernisation programmes are established to support the welfare and safety of all personnel, we now seek to recruit for the position of **COMMISSIONER OF POLICE on a 3 year contract, reviewable.**

QUALIFICATIONS

SALARY: \$98,612.00-\$100,744.00/annum

Allowances: \$37,980.00-\$75,072.00/annum

- MA in Policing & Criminology; Criminal Justice, Law or equivalent in relevant field with five (5) years law enforcement experience in a senior management position;
or
- BA in Policing & Criminology; Criminal Justice, Law or equivalent in relevant field with ten (10) years law enforcement experience in a senior management position
- Pass in Strategic Command Course or equivalent

DUTIES

- Defining Standards of operational delivery and code of ethics.
- Staff development and professional standards e.g. ensuring an annual appraisal system is fully implemented.
- Community policing – Developing the RVIPF community policing model and its implementation.
- Problem solving – Embed problem solving in all operational activity that includes active participation from other government departments.
- Legislation – Working with the Attorney General and Director of Public Prosecution to set out a clear strategy as to developments in essential legislation, these could include proceeds of crime, data protection, cybercrime, police powers and sexual offences.
- Intelligence – Ensuring an intelligence led approach to investigations and community policing. Improved intelligence capability will assist targeting serious organised crime and inform problem solving at a community level.
- Oversee the efficient administration of the Royal Virgin Islands Police Force and ensure its compliance with legal requirements, Government Policies and Procedures, and Policing Policies and Procedures.
- Ensure that Human Resources Management systems are established to promote effective and efficient delivery of service.
- Develop a strategic plan, annual work plan and Annual Report with achievable objectives.
- Ensure that an ethical and fair Complaints Against Police System is maintained.
- Support training needs for the personal development.
- Ensure that programmes are in place to support the welfare and safety of personnel.
- Ensure that the primary functions of the force are the main focus of service delivery.
- Promote community Policing and responds to issues raised by the community.
- Ensure the modernization of the RVIPF by putting into effect projects that support the organization goals and objectives.
- Assist the Police Service Commission with matters relating to appointments and discipline.
- Be the Accountable Officer for, and monitor the expenditure of all public funds appropriated to use by the RVIPF.
- Prepare, amend and publish Force Policy and Standing Orders for the good administration of the Force.
- Serve on the National Security Council as the security advisor to ensure the security of the territory
- Attend the Association of Caribbean Commissioner of Police (ACCP) conference and the Caribbean Commissioners of Police Overseas Territory Conference and participate in meaningful dialogue that promotes the security of the region.
- Perform any other duties that contribute to the effective and efficient functioning of the Force.

KNOWLEDGE & SKILLS:

- **Essential personal qualities**

- I. The successful candidate will evidence the highest standards of:
 - i. Honesty and integrity
 - ii. Leadership: A leadership style which combines strategic thinking and sound judgement with a high level of Emotional Intelligence and emphasis on service delivery.

- **Essential qualifications**

- I. Eligible applicants will need to evidence the following qualifications:
 - i. MA in Policing & Criminology; Criminal Justice, Law **or equivalent** in relevant field or with five (5) years law enforcement experience in a senior management position
 - ii. BA in Policing & Criminology; Criminal Justice, Law **or equivalent** in relevant field with ten (10) years law enforcement experience in a senior management position
 - iii. Pass in Strategic Command Course **or equivalent**
- II. Leadership and command training in the following areas:
 - i. Senior Leadership Development Programme **or equivalent**
 - ii. Incident Command course **or equivalent**.
 - iii. Strategic Command Course **or equivalent**
- III. Policing
 - i. Professional policing qualifications to evidence achievement in investigation, operational policing and strategic command.
- IV. Candidates will be available for selection if they are able to present equivalent qualifications and experience under any of the essential or desirable categories.

- **Essential experience:**

- I. Essential experience
 - i. Ten (10) years law enforcement experience in a senior management position
 - ii. Operational law enforcement command at a senior level in policing, a minimum of Chief Superintendent of equivalent for at least 2 years.
 - iii. Experience of successfully engaging with and influencing the community and multi-agency partnerships at local and national levels. To include displaying an understanding of the wider political, social and economic context.
 - iv. Show evidence of successfully leading transformational change in a challenging financial climate. To include experience of implementing successful organisational development, change and innovation.
 - v. An understanding of changing crime and threat patterns, and the protection of the most vulnerable.
 - vi. Show evidence of a lasting commitment to respecting and valuing difference and inclusion.
 - vii. Have a successful track record of working with diverse communities to achieve positive outcomes.
 - viii. Track record of accountability, confident ethical decision making and problem solving.
- I. Leadership and command
 - i. Senior Investigation Officer Development Programme or equivalent
 - ii. Strategic Firearms Commander or equivalent
 - iii. Public Order Safety Command Course or equivalent

WORK ENVIRONMENT

- Air-conditioned office environment
- Field work with exposure to risk/ dangerous situations

APPLICATION

Please submit a letter of interest along with supporting Curriculum Vitae to the Human Resources Manager, RVIPF at rymer@rvipolice.vg. Please include three written referees from individuals who would be available to offer additional information, if required.

SPECIAL NOTES: *Successful short-listed candidates should be expected to interview via electronic means*

APPLICATION DEADLINE: 13th October, 2020