



His Majesty's Chief Inspector of Constabulary and Fire & Rescue Authorities

Recruitment Information Pack

March 2026



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Background

About His Majesty's Inspectorate of Constabulary and Fire & Rescue Services

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services inspects, monitors and reports on the efficiency and effectiveness of the police and fire and rescue services with the aim of encouraging improvement.

The Inspectorate also gives advice to the police and fire and rescue services, using experienced subject-matter experts who identify the best practice from which all forces and fire and rescue services can learn to improve their performance. The Inspectorate encourages operational excellence and a good deal for the public in terms of value for money.

In 2017, Parliament passed legislation establishing a new inspection regime for fire and rescue authorities. The existing inspectors of constabulary were appointed inspectors of fire and rescue authorities in addition to their police appointments. To reflect this new role, the Inspectorate's name changed to His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The Inspectorate provides authoritative information to allow the public to compare the performance of their police force and fire & rescue service against others. The evidence gathered is used to drive improvements in the services they provide to the public.

In preparing its reports, the Inspectorate asks the questions that citizens would ask, and publishes the answers in an accessible form, using its expertise to interpret the evidence and make recommendations for improvement.

Independence

HMICFRS is independent of government, the police and fire & rescue authorities:

- HM Inspectors are appointed by the Crown. They are not employees of the police service, fire & rescue authorities or the Government.
- In the dual role of HM Chief Inspector of Constabulary and HM Chief Fire & Rescue Inspector for England, the Chief Inspector reports on the efficiency and effectiveness of police services in England and Wales, and on the efficiency and effectiveness of fire & rescue authorities in England.
- HM Inspectors may be called to give evidence before committees of Parliament and must also account for their actions to the public through the media. As is the case with all public bodies, HM Inspectors are also susceptible to judicial review.
- Although HMICFRS's budget is set by the Government, and the inspection programmes require Secretary of State approval, no Minister, chief constable, police and crime commissioner, mayor or fire and rescue authority can interfere with the contents of an HMICFRS report or the judgment of HM Inspectors.

Police inspections

HMICFRS' annual inspection programme for police forces in England and Wales is subject to the approval of the Home Secretary under the Police Act 1996.

The Home Secretary may also require HMICFRS to carry out further inspections of police forces, beyond the terms of the annual inspection programme. Police and Crime Commissioners may also commission HMICFRS to undertake inspections in their force areas, although HMICFRS is not required to accept any such commission.

HMICFRS may also carry out inspections of police forces on its own initiative if it considers that the performance or circumstances of a force merit it.

In devising its policing inspection programme for the Home Secretary's approval, HMICFRS considers the risks to the public, service quality, public concerns, the operating environment, the effect which inspection may have on a force and the benefits to the public of improvements which may follow inspection.

Fire and rescue authority inspections

The Fire and Rescue Services Act 2004 requires the Inspectorate to inspect and report on the efficiency and effectiveness of fire and rescue authorities in England. This is principally focused on the fire and rescue services that those authorities oversee.

The programme is subject to the approval of the Secretary of State at Ministry of Housing, Communities and Local Government (MHCLG), who may also require HMICFRS, at any time, to carry out further inspections of any or all fire and rescue authorities in England.

Powers

HMICFRS is an inspectorate, not a regulator. Regulators have powers of intervention, direction and enforcement. Inspectorates have powers to secure information, but no powers to give orders for change. Recommendations are not orders. However, the government has committed to providing HMCI with additional powers of intervention in the case of serious failings of a police force that are not being adequately addressed.

It is for chief constables (whose operational independence is a cornerstone of British policing), police and crime commissioners and fire and rescue authorities (both of whom have powers to set local priorities and budgets) to take action in response to HMICFRS's recommendations. In exceptional circumstances, the Home Secretary (for policing) and the Secretary of State for MHCLG (for fire and rescue) may intervene. For fire, these powers are set out in Section 23 of the Fire and Rescue Services Act 2004 and are exercised in accordance with the Intervention Protocol, which makes clear that intervention should only be used as a last resort typically where there is serious failure or risk to public safety, and after local improvement efforts have been exhausted.

Police and crime commissioners are required to publish their comments on each HMICFRS report within 56 days of its publication and must include an explanation of the steps to be taken in response to each HMICFRS recommendation or an explanation of why no action has been or is to be taken in that respect. Similarly, the revised Fire and Rescue National Framework for England require fire and rescue authorities to give due regard to reports and recommendations made by HMICFRS and – if needed – prepare, update and regularly publish an action plan detailing how the recommendations are being actioned.

For more information on the work of the Inspectorate please visit the [HMICFRS website](#).

Role Description

- Job Title:** HM Chief Inspector of Constabulary (HMCIC)
HM Chief Inspector of Fire & Rescue Authorities in England (CIFRAE)
- Commitment:** Full time public appointment.
- Remuneration:** £226,289 per annum
- Appointment:** This is a fixed term appointment for a period of up to five years.
- Location:** Your place of work will be defined as England and Wales; the head office of the Inspectorate is in Birmingham, with offices in London, Salford and Leeds.
- Reporting to:** HMCI is a principal independent advisor to the Home Secretary, and will advise the Secretary of State for MHCLG on FRS. Some Ministerial responsibilities in respect of HMICFRS may be delegated to Permanent Secretaries (e.g. performance management)

Purpose:

HM Chief Inspector (HMCI) is a role combining two separate Crown Appointments:

- His Majesty's Chief Inspector of Constabulary; and
- His Majesty's Chief Fire and Rescue Inspector for England.

Their purpose is to ensure the inspection of police forces and fire & rescue authorities, and report publicly on their efficiency and effectiveness.

This exciting opportunity comes at a crucial moment in policing history as the Government has set out its ambitious agenda for Police Reform through its 2026 White Paper which includes a new model for policing to ensure policing in this country is fit for the modern world. The new HMCI will lead the response from HMICRS, playing a pivotal role in ensuring local police forces are equipped to make their local communities safer.

Key responsibilities of the HMCI:

HMCI is appointed under the Police Act 1996 and the Fire & Rescue Services Act 2004. The primary duties of the role include:

- Complying with the statutory duties of the HM Chief Inspector:
 - Prepare, and submit to the relevant Secretary of State, an inspection programme and framework to facilitate the inspection of the efficiency and effectiveness of all police forces in England and Wales, all fire and rescue authorities in England, other bodies set out in legislation, and broader or thematic inspections;
 - Submit to the relevant Secretary of State annual reports on the carrying out of inspections and lay the reports in Parliament;
 - Chair disciplinary panels in respect of senior officers accused of misconduct or gross misconduct, or nominating another HMI to do so;

- Discharge functions as the principal body considering and investigating super-complaints under the Police Reform Act 2002;
 - Discharge functions in respect of the compulsory retirement or removal of chief constables by local policing bodies, as required by section 38, Police Reform and Social Responsibility Act 2011;
 - Carry out other duties for the purpose of furthering efficiency and effectiveness of police forces and fire and rescue authorities as directed by the Secretary of State; and
 - Participating in other duties of an HM Inspector.
- Leading HMICFRS as its most senior appointee:
 - Lead HMICFRS in line with the Seven Principles of public life and the principles set out in the Cabinet Office Code of Conduct for Board Members of Public Bodies 2019;
 - Chairing the HMICFRS Strategic Board, the collective decision-making mechanism for the leadership of the Inspectorate;
 - Working in tandem with the Chief Operating Officer (COO) to oversee organisational governance, ensuring the Inspectorate is operating effectively, demonstrates best practice and with appropriate transparency;
 - Alongside the COO, lead HMICFRS organisational development;
 - Supporting the COO, who leads the day to day running of the organisation including the delegated finances, operational risks and overseeing HMICFRS's operational programme of inspections;
 - Lead HMICFRS in its response to Police Reform, ensuring local police forces are equipped to make their local communities safer.
 - Implementing a future focussed approach to the organisation's work – identifying key trends and future likely risks to policing and fire and rescue services;
 - Undertaking cross-cutting work with the Criminal Justice Joint Inspection programme, to effect strategic and substantive change across the criminal justice landscape;
 - Raising the profile and media presence of HMICFRS to improve the public's understanding of the organisation and what they do;
 - Protecting the integrity and independence of HMICFRS, championing the Inspectorate with government (central and local), the forces and authorities being inspected, Parliament and others;
 - Sitting as a member of the National Policing Board;
 - Allocating to individual HMIs their regional responsibilities and the national and thematic inspections for which they will be responsible;
 - Undertaking the annual performance appraisals of the other Crown-appointed HM Inspectors and supporting their professional development; and

- Supporting the COO in their own appraisal and professional development.
- Working with the relevant Government Departments to improve the performance of police forces and fire and rescue services.
- Acting as the senior spokesperson and visible leader for HMICFRS:
 - Setting the strategic direction of the organisation, overseeing the publication of inspection reports and representing these reports publicly and in the media as required;
 - Being a credible independent voice, briefing Ministers, giving evidence to Parliamentary Select Committees and replying to policy and Parliamentary consultations as appropriate, drawing on evidence gathered during HMICFRS inspections;
 - Collaborating with external stakeholders, maintaining professional relationships with sector stakeholders including the National Police Chiefs Council, National Fire Chiefs Council, Independent Office for Police Conduct, College of Policing and other inspectorates and regulators.

Person Specification

It is essential that you provide in your supporting statement evidence and proven examples against each of the selection criteria in the person specification, in so far as you are able. These responses will be further developed and explored with those candidates invited for interview.

Essential Skills and Experience

- **Leadership:** Successful track record of strategic leadership of a large, complex, delivery organisation.
- **Experience** of working in or with the most senior levels of government or public sector services.
- **Judgment:** Ability to make sound, clear judgments and to get to the heart of forces' performance and outcomes for the public. The capability to carry out rigorous inspections informed by robust big data analytics and evidence-based decision-making is also key.
- **Communication:** A first-class communicator – orally and in writing – with the confidence, authority and interpersonal skills to secure and retain the confidence of a wide range of stakeholder groups.
- **Strong relationship management** skills, including the ability to build constructive relationships and effectively challenge and influence stakeholders, whilst maintaining impartiality and the independence of HMICFRS.
- **Knowledge** of policing and/or fire and rescue services.
- **Flexibility** to adapt to rapidly changing circumstances in an environment of regular scrutiny by the public and others.

Desirable Skills and Experience

- Experience of media handling;
- Previous inspectorate or regulatory experience; and
- Previous Chair or Non-Executive Board Member experience.

Due Diligence: Please note that as part of the recruitment process, due diligence, including social media checks will be undertaken on all short-listed candidates.

We value and promote diversity and are committed to equality of opportunity for all. Appointment will be made on merit following an open, fair and transparent competition.

How to apply

The closing date for applications is 23:00 Tuesday 7 April 2026

Please submit the following two documents, clearly labelled. In order to apply, you will need to click on one of the links below, depending on if you have already set up an account on the Cabinet Office Public Appointment website.

<https://apply-for-public-appointment.service.gov.uk/create-account>

<https://apply-for-public-appointment.service.gov.uk/auth/sign-in>

- **A concise CV (maximum two sides A4, minimum 11 font) setting out your career history and including details of any professional qualifications.**
- **A short supporting statement (maximum two sides A4, minimum 11 font) giving evidence of the strength and depth of your ability to meet the essential criteria for the role. Please provide specific examples to demonstrate how you meet each of the experience, qualities and skill areas identified in the person specification.**

Please submit your application documents as two separate attachments and note that short-listed candidates will also be required to complete and return a separate form in relation to referees and nationality information (linked to the security vetting requirements of the role as indicated on page 12).

Please note the following:

- We cannot accept applications submitted after the closing date.
- Applications will be assessed solely on the documentation provided. Please refer to the advertisement and checklist to ensure you have provided the necessary documentation.
- Applications will be acknowledged upon receipt.
- Feedback will only be given to unsuccessful candidates following interview.

Further Information:

If you have any specific queries about this role, please contact Mark Byers (Chief Operating Officer, HMICFRS) by emailing mark.byers@hmicfrs.gov.uk in the first instance.

If you have any queries about the recruitment process for this role, please contact Ayokunle Dosumu (Public Appointments Team) by emailing ayokunle.dosumu@homeoffice.gov.uk

If helpful to you, there is guidance available on writing a supporting statement on the public appointments webpages: <https://www.gov.uk/guidance/public-appointments>

Indicative Timetable & Selection Process

Please note that these dates are only indicative at this stage and could be subject to change.

Advert Closing Date	23:00, Tuesday 7 April 2026
Short List Meeting	Expected w/c 13 April or 20 April TBC
Final Panel Interviews	Expected w/c 11 May TBC
Meeting with Home Secretary (if required)	Expected post interview

This role is being competed in accordance with the Cabinet Office's Governance Code on Public Appointments, which sets out the regulatory framework for public appointments processes. The Code is based on the following principles – selflessness, integrity, merit, openness, diversity, assurance, fairness and public service.

An Advisory Assessment Panel (Panel) will sift applications, assessing each application against the essential criteria, to produce a shortlist. Subject to Ministerial agreement, they will then conduct interviews to ascertain which candidates are appointable to the role.

The Panel for this recruitment will be chaired by Richard Clarke (Director General, Public Safety Group). The Chair's role will be to ensure that the appointment is made in accordance with the Governance Code. In addition, the panel will comprise, Peter Lee (Director of Fire, MCHLG), and Olivia Grant OBE, and Michael Fuller QPM as the Senior Independent Panel Member.

The Public Appointments Team will acknowledge your application and keep you updated on the progress of the competition. At the short-listing meeting, the Panel will assess each application against the essential criteria and decide whom to invite for final interview. If you are shortlisted, you may be asked to take part in a series of assessments which may include a staff engagement exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

The decision to propose for appointment rests with the Home Secretary. Appointable candidates may be invited to meet with her (or another Minister), before she decides on whom to recommend for appointment. The Home Secretary will then seek the Prime Minister's agreement before approaching HM the King to agree and issue the Royal Warrants for the appointments. As a result, there may be a delay in informing candidates of the outcome of the competition.

We encourage a diverse workforce and welcome applications from all suitably qualified people. This appointment is regulated by the Office of the Commissioner for Public Appointments.

Please note: Expenses incurred by candidates during the recruitment process will not be reimbursed except in exceptional circumstances and only when agreed in advance with the Home Office Public Appointments Team.

Pre-appointment scrutiny

This role is subject to pre-appointment scrutiny by the Home Affairs Select Committee. Pre-appointment scrutiny is an important part of the appointment process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny to verify that the recruitment meets the principles set out in the Governance Code on Public Appointments.

The pre-appointment scrutiny aspect of the appointment has two parts.

First, information concerning the appointment and the Minister's preferred candidate will be shared with the relevant select committee. As part of this process, you will need to be content for your name and your CV to be shared with the Select Committee as the Government's preferred candidate. You may also be required to complete a pre-appointment hearing questionnaire which could include, among other things:

- declarations of any relevant potential conflicts of interest;
- what you see as the priorities and key risks for the organisation; and
- questions about how you would lead the Inspectorate and work with stakeholders, your commitment to standards in public life and how you would handle being in the public eye.

Normally any information provided to the select committee by the Government or a candidate will be published.

Second, it is likely that the select committee will decide to call the Government's preferred candidate to a public hearing to answer questions relating to their suitability to the role. You would not be expected to have an in depth technical knowledge of how the Inspectorate works or an exact plan of what you would do in the role., However, you would be expected to provide a credible representation of your understanding of the work of the Inspectorate and what your role in its future would be.

The proposed date for a pre-appointment hearing for this role will be confirmed in due course.

The Government is committed to making the public appointments as accessible as possible so that no one is deterred from applying. The Department will provide support to you to help you prepare for the hearing and the clerks to the select committee will also be available to discuss with you how the hearing will run. You will also be supported by the Department in working with the Select Committee should you require any adjustment to enable you to participate fully in the hearing process.

For more information about pre-appointment scrutiny, please see the [Cabinet Office Guidance: Pre-appointment scrutiny by House of Commons Select Committees](#).

The Liaison Committee also publishes guidelines to select committees for pre-appointment. You may also find it helpful to review the [Code of Conduct for board members of public bodies](#) which sets out the expectations which the Government places on non-executive members of public bodies.

Terms of Appointment

Nature of Appointment: You will not be an employee of the Home Office or HMICFRS. Accordingly, nothing in this document shall be construed as, or taken to create a contract of employment between you and the Department or His Majesty's Government.

Appointment Term: Your appointment will be for a period of up to five years. There is a possibility of re-appointment, subject to a satisfactory annual appraisal of performance and Ministerial agreement.

Annual leave: You will be entitled to take 30 annual leave days per year. In addition, you will receive eight days Bank and Public Holidays and one privilege day for the King's Birthday, to be taken at specific times of the year.

Pension: If you are currently a serving police officer, your current pension arrangements under the Police Pensions Regulations will continue for the duration of your appointment as HMCI, provided you a) elect to transfer from your current police force to HMICFRS and do not retire, and b) do not elect to opt out of the Police Pension Scheme. As HMCI, your pension will be administered and payable by the relevant police force on behalf of the Home Office. HMCI is included in Schedule A of the Regulations as a "member of a police force" for the purposes of abatement. If you are a retired officer currently in receipt of a police pension, or should you choose to retire from the police service on appointment, under Section K4 of the Regulations the relevant authority may, in their discretion, withdraw the whole or any part of your pension for the duration of your appointment as HMCI.

Alternatively, the successful candidate will be entitled to join the NEST Pension Scheme. Additional details can be found on the website: [Workplace Pension Scheme | Nest Pensions](#).

Please note:

- If you previously worked for an employer who participated in the Civil Service Pension Scheme, different conditions may apply, as may your benefits if you left the Civil Service with an early retirement, severance, or redundancy package. Additional details can be found on the website: www.civilservice-pensions.gov.uk.
- Abatement of pension may apply if you are in receipt of a public service pension. In addition, civil servants who have been granted early retirement (under the terms of the Compulsory Early Retirement, Compulsory Early Severance, Flexible Early Retirement or Flexible Early Severance schemes) may be required to repay all or part of their lump sum compensation payments if their re-employment commences during the period represented by the compensation payment.

Availability: The successful candidates will be encouraged to take up their appointment as soon as possible, subject to the successful completion of pre-appointment checks and security clearance.

Security clearance: The successful candidate will be required to have / obtain Security Check (SC) level security clearance and police vetting in order to take up post. They must also be willing to obtain security clearance to Developed Vetting (DV) once in post. The successful candidate will be encouraged to take up this appointment as soon as possible, subject to the successful completion of all pre-appointment checks. Further details about the vetting process can be viewed here: [United Kingdom Security Vetting: clearance levels - GOV.UK](#)

Confidentiality: You will be subject to the provisions of the Official Secrets Act and required to exercise care in the use of official information acquired during official duties, and not to disclose information which is held in confidence.

Disqualification for appointment: There are circumstances in which an individual will not be considered for appointment. They include:

- people who have received a prison sentence or suspended sentence of 3 months or more in the last 5 years;
- people who are the subject of a bankruptcy restrictions order or interim order;
- in certain circumstances, those who have had an earlier term of appointment terminated;
- anyone who is under a disqualification order under the Company Directors Disqualification Act 1986; and
- anyone who has been removed from trusteeship of a charity.

Further advice about disqualification for appointment can be given by contacting the Public Appointments Team on publicappointments@homeoffice.gov.uk

Standards in public life: You will be expected to demonstrate high standards of corporate and personal conduct. Candidates will be expected to abide by the “Seven Principles of Public Life” set out by the Committee on Standards in Public Life (see below, page 15).

Registration of interests: The purpose of these provisions is to avoid any danger of a public appointee being influenced, or appearing to be influenced, by their private interests in the exercise of their public duties.

Public appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to the stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable, or political interest which might be material and relevant to the work of the body concerned should be declared. It is important, therefore, that you consider your circumstances when applying for a public appointment and identify any potential conflicts of interest, whether real or perceived.

There is a requirement to declare any actual or potential conflict of interest you may have in being appointed as the HMCI in a separate form. Any actual or perceived conflicts of interest will be fully explored by the Panel at interview stage.

Political activity: You will need to show political impartiality during your time as the HMCI and must declare any significant party-political activity you undertake in the period of your appointment. Details of the successful candidate’s declared political activity must be published by appointing departments when the appointment is publicised.

The Political Activity Declaration will be kept separate from your application and will only be seen by the Panel prior to interview – the Panel may at that stage explore with candidates any potential for conflict of interest. It is appreciated that political activities may have given you relevant skills, including experience gained from committee work, collective decision making, resolving conflict and public speaking. If, therefore, you have had such experience and you consider it relevant to your application for this post, you may if you choose include it separately in the main body of your application.

Disability Confident: The Home Office is an accredited user of the Government’s “Disability Confident” disability symbol, which denotes organisations which have a positive attitude towards disabled applicants. Applicants who meet the minimum criteria in the job specification are

guaranteed an interview. Selection will be on merit. If you wish to apply for consideration under this scheme, please complete the online form. It is not necessary to state the nature of your disability.

Whether you choose to apply under the Disability Confident scheme or not, you can still ask us to make particular arrangements for you when attending an interview. You can also contact us if you want to discuss the criteria for the role or have questions regarding your application.

Equal Opportunities Monitoring: The Home Office is committed to providing equal opportunities for all, irrespective of, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. As part of the application process, we ask candidates to complete equal opportunities monitoring information. This will help us to monitor selection decisions to assess whether equality of opportunity is being achieved. The information in Annex C will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

Centre for Public Appointments Database: If you consent, we will retain your CV and contact details for the purposes of alerting you to any opportunities that may arise in future. We will also share your CV and contact details with the Centre for Public Appointments in the Cabinet Office who may use it for this purpose. They may also share it with other Government Departments so that they can contact you about such opportunities. You may withdraw your consent to your information being processed for this purpose at any time by contacting dpo@homeoffice.gov.uk.

Complaints: If you are not completely satisfied with the way your application is handled at any stage of the competition, please raise any complaint in the first instance with the Public Appointments Team at: publicappointments@homeoffice.gov.uk

We will reply to your complaint within 20 days. If, after receiving our response you are still not satisfied, you may contact the [Commissioner for Public Appointments](#)

ANNEX A – THE SEVEN PRINCIPLES OF PUBLIC LIFE

The principles of public life apply to anyone who works as a public office-holder. This includes all those who are elected or appointed to public office, nationally and locally, and all people appointed to work in the civil service, local government, the police, courts and probation services, NDPBs, and in the health, education, social and care services. All public office-holders are both servants of the public and stewards of public resources. The principles also have application to all those in other sectors delivering public services.

Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.