

CANDIDATE BRIEFING DOCUMENT

ASSISTANT COMMISSIONER SOUTH AUSTRALIA POLICE

JANUARY 2022



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



**Government
of South Australia**

Table of Contents

<i>Overview: about the Agency</i>	3
Our Purpose.....	3
Our Vision.....	3
Our Values.....	3
Executive Leadership Commitment	4
Our functions, objectives and deliverables	5
<i>Message from the Commissioner</i>	7
<i>The Advertised Role</i>	8
<i>Position Description</i>	10
Role Purpose.....	10
Key Outcomes.....	11
Service Conditions	13
<i>Living & Working in Adelaide, South Australia</i>	14
<i>South Australia & Adelaide, Fast Facts</i>	15
<i>Contact Information</i>	17
<i>Important Information</i>	17



Overview: about the Agency

Our Purpose

Under the Police Act 1998, the purpose of South Australia Police (SAPOL) is to reassure and protect the community in relation to crime and disorder by the provision of services to uphold the law; preserve the peace; prevent crime; assist the public in emergency situations; co-ordinate and manage responses to emergencies; regulate road use and prevent vehicle collisions.

Our Vision

Safer Communities – recognises our continuing commitment to reduce community harm through a prevention first mindset.

Our Values

Our values are Service, Integrity, Courage, Leadership, Collaboration and Respect.

<p>Service</p> <p>We are committed to service excellence, delivered in a manner that earns the respect of the wider community.</p>	<p>Integrity</p> <p>We will consider how our actions will be viewed by others and welcome public scrutiny.</p> <p>We demonstrate honest and ethical behaviour.</p>
<p>Courage</p> <p>We will maintain strength in the face of adversity, protecting those who cannot protect themselves. We will forge new paths and challenge accepted wisdom.</p>	<p>Leadership</p> <p>We will inspire and motivate others to achieve our shared goals.</p>
<p>Collaboration</p> <p>We will accomplish more together. We put the team ahead of our personal success and commit to building its capability.</p>	<p>Respect</p> <p>We treat everyone with consistent and inclusive behaviour and show concern and compassion when interacting with each other and our community.</p>

Executive Leadership Commitment

Honest and Respectful

We are honest and forthright, and we listen respectfully to others' views.

We will communicate confidently about what we need to achieve.

We drive SAPOL's success to build safer communities.

Caring and Collegiate

We commit to genuine and constructive feedback on our collective and individual performance.

We are diverse in thought but unified in commitment and purpose.

We celebrate success and acknowledge outcomes.

Accountable and Committed

We examine critical assumptions, clarify expected outcomes and lead the delivery of what SAPOL practices.

We are innovative and willing to take informed risks.

We will reflect upon our decisions and actions.

We support each other and stand by the decisions we make.

Our functions, objectives and deliverables

[SAPOL 2030](#) and Safer Communities vision recognise SAPOL as a valued contributor to the prosperity of the South Australian community through the prevention, disruption, detection and prosecution of crime and preventing road trauma.

We will continue to build on the strong foundations that have seen us remain contemporary and highly regarded. The foundation for organisational growth and quality service delivery will be guided by five principles of:

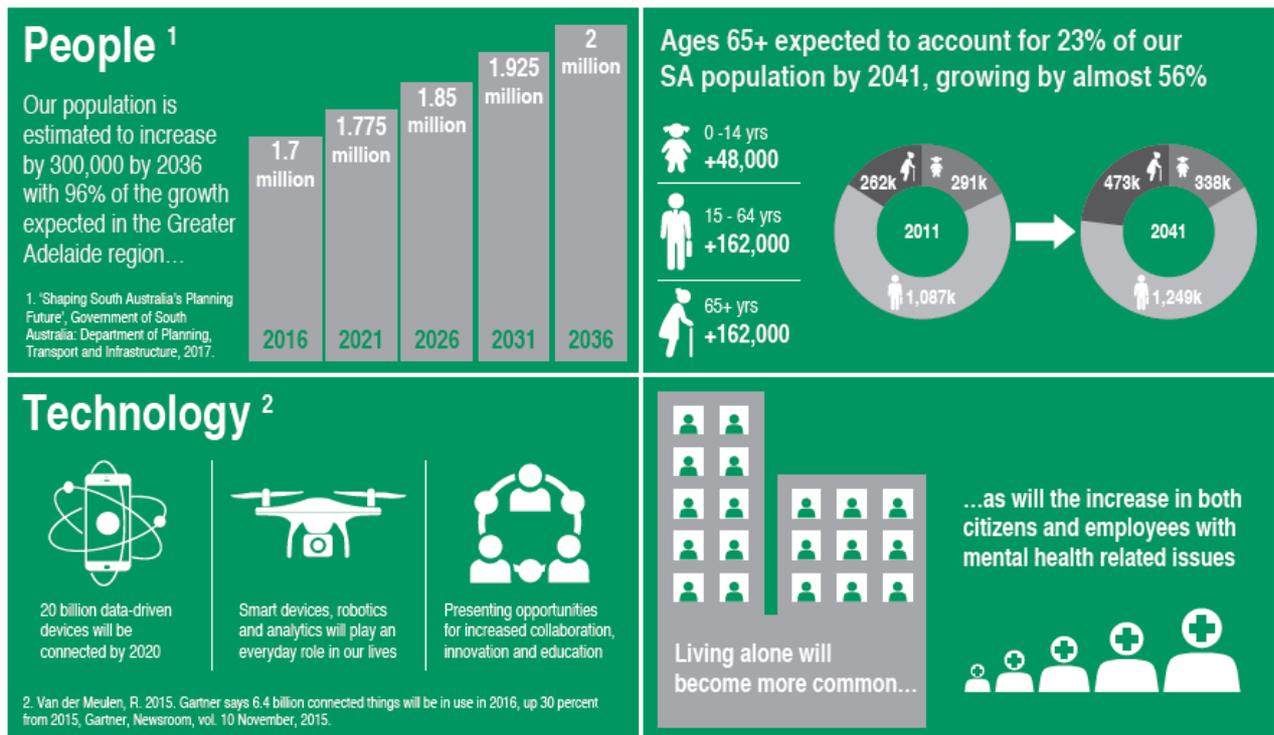
- ▶ **Our People, Our Strength** - our values underpin everything we do, providing a foundation to achieve our 2030 vision,
- ▶ **Prevention First** - take every opportunity to prevent crime, disorder and road trauma,
- ▶ **Community Centred, Socially Minded** - enhancing transparency and engagement to build trust and confidence,
- ▶ **Collaborative Partnerships** - we will identify external expertise and build these insights and learnings into our operational and business strategies, and
- ▶ **Technology Enabled Policing** - optimising the use of technology provides new opportunities for disruption, enforcement, criminal investigation and prosecution.

The policing environment is changing for SAPOL on a number of fronts including the;

- ▶ changing community profile in South Australia, including the growing population and age profile
- ▶ trends in crime in SA, nationally, and globally as crimes are increasingly borderless and web-based
- ▶ technology innovations that are becoming available to police to boost their response to crime.

As work is changing, crime is becoming increasingly complex, and our community is becoming more diverse, we will need to think differently about our mix of skills and capability. The resilience and wellbeing of our people is critical to meeting the challenges ahead.

Figure 1: A snapshot of South Australia's policing context



Message from the Commissioner



“As Commissioner I want to outline SAPOL's vision and values to you.

Successful policing requires the support and goodwill of the public, as much as it does the dedication and effort of each police officer and employee.

As a result of the high standard of service we have delivered over our long history, the people of South Australia have come to trust and rely on us.

The community expects us to be there in times of personal or community emergencies. They want to travel safely on our roads and most importantly, we all want to be part of a safe community, free from crime and disorder.

There's no doubt the current global security environment presents a unique set of challenges both now and into the future. This will influence demands on policing and how we go about our job of serving and protecting the community.

We must continue to deliver essential services in a respectful and professional manner. We will continue to engage with the community and communicate quickly and transparently with each other and the public. This is an important part of retaining community trust and confidence and is the responsibility of every SAPOL employee.

Like other government agencies, police must maximise productivity and efficiency in times of budget challenges.

I am committed to working together in new and innovative ways, to build on our past achievements and maintain and protect the high regard the South Australian community has in police.

To achieve this, SAPOL is undergoing a program of restructure and renewal to ensure it can continue to provide the service needed and expected by the community well into the future.



Grant Stevens

Commissioner of Police South Australia Police

The Advertised Role

ASSISTANT COMMISSIONER

Based in Adelaide - third most liveable city in the world.

Under the *Police Act 1998*, the purpose of South Australia Police (SAPOL) is to reassure and protect the community in relation to crime and disorder by the provision of services to uphold the law. SAPOL's *Safer Communities 2030* vision recognises its continuing commitment to reduce community harm through a prevention first mindset. This positively impacts the prosperity of the South Australian community through the prevention, disruption, detection and prosecution of crime and preventing road trauma.

Continuing to build on the strong foundations that have seen SAPOL remain contemporary and highly regarded, is the opportunity to join SAPOL as a member of the Executive Leadership Team in the role of Assistant Commissioner.

Accountable to the Commissioner and the Deputy Commissioner of Police, the Assistant Commissioner will

- play a significant role in shaping the future of SAPOL and bring an understanding of contemporary future focused practises that foster a diverse and high performing organisation
- understand and respond appropriately to the complex needs of relevant stakeholders and the community of South Australia
- demonstrate their commitment to learning and personal development
- command, control and coordinate major police operations, usually of an emergency nature, and policing issues of significance
- discharge their role and duties with the utmost integrity, ethical behaviour and collegiate wellbeing
- exemplify the values and behaviours of Service, Integrity, Courage, Leadership, Collaboration and Respect.

The successful candidate will be qualified at the minimum rank of Superintendent or equivalent and have demonstrated a track record of strategic thinking, leadership, financial acumen and the ability to operate across a broad range of emergency and police related incidents. You will be a generalist that possesses deep insights into the contemporary policing environment, other law enforcement and emergency services, community and government agencies. Furthermore, the successful candidate will understand the impact and influence they will have on police operations and their ability to positively influence others and drive organisational change and continuous improvement in the delivery of public services.

Relevant tertiary and/or post graduate qualifications in law enforcement, business or a related discipline is a requirement as is your ongoing development in contemporary crime prevention practices.

For a copy of the 2020–21 Annual Report for SA Police and details of the Position Description visit www.vuca.com.au/SAPOL. For further enquiries, contact VUCA Director, Christine Locher on 0438 388 510 for a confidential discussion during business hours. Please forward your letter of application and CV in MS Word format to SAPOL@vuca.com.au by **Sunday 30th January 2022**.

workfor.sa.gov.au job reference number 470291

Position Description

Reporting to: Commissioner or Deputy Commissioner

Role Purpose

A member of the Executive Leadership Team, the Assistant Commissioner has a key role in ensuring that SAPOL provides a diverse range of services to reassure and protect the community in relation to crime and disorder.

Accountable to either the Commissioner of Police or the Deputy Commissioner of Police, the Assistant Commissioner, as a member of the Executive Leadership Team is responsible for the provision of effective leadership, management, vision and strategic direction across their allocated portfolio (service or project/assignment) of command. This will be achieved by further developing capabilities through the communication of clear organisational purpose and direction; the determination of strategic objectives; and motivation of others in order to achieve corporate goals.

In addition, the Assistant Commissioner will command, control and coordinate major police operations, usually of an emergency nature, and policing issues of significance. This will be achieved through the Assistant Commissioner having a comprehensive understanding of the policing environment, other law enforcement and emergency services, community and government agencies and their impact and influence on police operations.

The Assistant Commissioner will discharge their role and duties with the: utmost integrity, ethical behaviour and collegiate wellbeing (physical and mental); shared vision, purpose and direction with the Commissioner to achieve SAPOL and legislative objectives to deliver an effective policing service for South Australia; and demonstrable leadership that exemplifies the values, behaviours and performance required of executive leadership within SAPOL and the SA Public Sector.

The incumbent must also have a comprehensive understanding of the policing environment, other law enforcement and emergency services, community and government agencies and their impact and influence on police operations. The incumbent will need to be able to demonstrate a high standard of personal integrity and conduct with a comprehensive level of conceptual, analytical and innovative problem-solving skills.

The Assistant Commissioner will influence (others) and drive organisational change and continuous improvement in the utilisation of resources and the delivery of public services are also key criteria of this position. A demonstrated comprehensive level of leadership, motivation and management skills and the knowledge of commitment to occupational health, safety and wellbeing principles and practices is critical.

Key Outcomes

The Assistant Commissioner is responsible for the discharge of a broad range of accountabilities in SAPOL as a major multifaceted agency; and address significant operational matters, policy development and implementation, major projects of state-wide significance, and large service delivery responsibilities; including, but not limited to:

- ▶ Collaborate, adapt and respond to the management, operational and development requirements of SAPOL; and will serve the Commissioner in such command/s (however described); locations; spheres of policing and other work; and duties, as may from time to time be required by the Commissioner;
- ▶ Lead and commit to service excellence through the application of SAPOL's Vision and Key Strategy to deliver SAPOL's objectives within a context of complex economic, environmental, and social and workforce issues;
- ▶ Provide strategic leadership to deliver improved service and reforms in policing related services that meet the SA government strategic objectives and SAPOL's objectives and outcomes;
- ▶ Initiate, lead and advance the implementation of approved corporate initiatives and strategic priorities, plans, operational initiatives and related budgetary processes to provide an integrated approach in accordance with SAPOL's 2030 and SA government strategic objectives;
- ▶ Lead and direct workforce planning, accountability and change initiatives, frameworks and processes to motivate staff, establish and measure performance, deliver results and achieve savings to improve the allocated portfolio's overall performance;
- ▶ Communicate clear organisational purpose and direction; determine and ensure the implementation of strategic and operational objectives; be adaptive and inclusive of community diversity; and motivate others in order to achieve corporate and operational goals, and legislative objectives;

- ▶ Providing high quality executive level advice as required to the Commissioner, Deputy Commissioner, Executive Leadership Team, Minister and other key stakeholders regarding operational strategies, policy, programs and tactical plans;
- ▶ Apply high level written and verbal communication skills which result in effective and appropriate communication with a broad range of people;
- ▶ Anticipate emerging risks and issues and changing context and develops timely strategies through the application of strategic risk management practices to solve problems or seize opportunities;
- ▶ Have and continue to develop executive level leadership and policing skills, capabilities and experience to be applied in any of the portfolios, commands or branches as may operate from time to time within SAPOL;
- ▶ Identify and influence the SAPOL environment by evaluating community needs, optimising service delivery and improving management effectiveness including the identification and forecasting of trends and issues in matters likely to impact on SAPOL;
- ▶ Manage consistently with the general management aims and standards under the Act and as required by the Commissioner; for the development, safety and wellbeing of all staff under their command or within the scope of their management; and for the maintenance of a work and service delivery environment that is free of discrimination and harassment;
- ▶ Be an exemplar of the values, behaviours and performance required of executive leadership within SAPOL through the application of the Leadership Charter and the SA Public Sector, through the application of the SAES Charter (Public Sector Act 2009) to the extent or in the manner required by the Commissioner from time to time with a focus on a major aspect of public and governmental administration and regulatory affairs;
- ▶ Drive a culture of commitment and accountability in the application and implementation the principles of commitments to safety adopted by Government or SAPOL, and the legislative requirements of the *Work Health and Safety Act 2012*, including utilising the principles of Risk Management or to an equivalent set of standards. (Reference AS/NZS ISO31000:2009 Risk Management Principles and Guidelines).

Service Conditions

The Assistant Commissioner is subject to the conditions of the Executive Service arrangements:

- ▶ Whilst this is a dayshift position, the Assistant Commissioner will be required to work on call and out of hours as directed;
- ▶ Interstate and overseas travel may be required;
- ▶ Required to achieve performance targets that are negotiated and mutually agreed with the Commissioner or Deputy Commissioner and in turn establish and monitor performance targets with those reporting to the position;
- ▶ Required to demonstrate appropriate behaviours which reflect a commitment to SAPOL's values and strategic directions.

National Security Clearance

The Assistant Commissioner is required to obtain a National Security Clearance to secret level (Negative level 1). The application must be made within 3 months from appointment.

Qualifications

A relevant tertiary and/or post graduate qualification in law enforcement, business or a related discipline is a requirement as is your ongoing development in contemporary crime prevention practices.

Capabilities

1. Demonstrate an ability to think strategically.
2. Demonstrate an ability to achieve results.
3. Demonstrate an ability to display personal drive and integrity.
4. Demonstrate an ability to communicate with influence.
5. Demonstrate an ability to build working relationships.



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



Government
of South Australia

Living & Working in Adelaide, South Australia

Adelaide is one of the most liveable cities on the planet, in fact it's the third most liveable city in the world. It is well known for its arts, festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

LIFESTYLE

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the city centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and

Henley Beach are only 15-minute drives from the city and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has most recently ranked 3rd in the world. The Property Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities.



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



Government
of South Australia

REGIONAL EXPERIENCE:

The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some

stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds – the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

South Australia & Adelaide, Fast Facts

SA POPULATION

1.76m

Adelaide City Resident Population

29,889

\$110.4b

SOUTH AUSTRALIA
GROSS STATE PRODUCT
2013/14

\$510k

MEDIAN HOUSE PRICE

\$450k

MEDIAN APARTMENT PRICE

South Australia ranked in
**TOP 5 REGIONS OF THE
WORLD** by Lonely Planet's
Best of Travel 2017

**ADELAIDE #3 MOST
LIVEABLE CITIES IN
THE WORLD 2021**

(Economist Intelligence Unit)



SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



**Government
of South Australia**

One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and is rated as the world's 3rd most liveable city in the world (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

Australia's most affordable mainland capital

Your money will go much further in Adelaide. Studies show it costs 21% more to live in Melbourne and 23% more to live in Sydney than Adelaide. Adelaide is around 4% cheaper than Brisbane and Perth (Economist Intelligence Unit), meaning you will have more money to discover Australia during your weekends and holidays.





SOUTH AUSTRALIA POLICE
SAFER COMMUNITIES



Government
of South Australia

Contact Information

For a confidential discussion regarding the Assistant Commissioner position, please contact VUCA Director, Ms Christine Locher on 0438 388 510 during business hours.

Applications; including your current CV and letter of application are to be forwarded in Word format to SAPOL@vuca.com.au

Applications close Sunday 30th January 2022.

Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.