

## COMMISSIONER

Applications are invited from suitably qualified individuals to fill the vacant post of Commissioner of the Royal Anguilla Police Force which will become vacant with effect from May 1, 2010.

This is a demanding and wide ranging role which reports directly to the Governor of Anguilla. The Commissioner of Police manages a force with an establishment of 120 officers tackling a wide range of issues including drugs and firearms offences, financial crime, violent crime, search and rescue as well as crime prevention.

Community policing initiatives through engagement with youth and diverse communities throughout Anguilla are a priority, as are the reduction of crime and disorderly behavior, enhancement of border control in partnership with other law enforcement agencies, maintenance of search and rescue capability and reduction of road traffic collisions.

Strong communication skills are essential. A key role of the Commissioner is to develop and promote a vision for the future, and a strategy for how it can be achieved, both by engagement within the RAPF and through maximizing public outreach and media opportunities.

The Commissioner of Police must demonstrate courageous leadership, leading by example, showing a commitment and a determination to succeed, both demonstrating and inspiring motivation, resilience, perseverance and a high degree of integrity.

The post is in Grade A with a salary range of EC\$183,072 to EC\$ 210,672 per annum. The starting salary will be dependent on the qualifications and experience of the successful applicant.

The appointment will be for a five (5) year term.

***The above stated salary does not reflect the mandatory salary reduction of 10%/5% imposed by the Government of Anguilla effective 1<sup>st</sup> July 2009. Salary will be paid at the reduced rate until such time that the GoA reinstates the substantive rate.***

### **The key duties of the post are:**

1. Develop and implement security measures and initiatives to ensure the preservation and protection of the country's resources.
2. Ensure the safekeeping, custody and protection of Government property.
3. Direct and control the operations and administration of the Police to ensure the achievement of established Government and national objectives.

4. Direct and monitor the utilisation of subordinate officers so as to create and maintain effective levels of productivity.
5. Coordinate the preparation of budget estimates and administer/control approved budgets.
6. Ensure the application of disciplinary measure and procedures consistent with established Police Service Regulations.
7. Prepare and submit police intelligence reports.
8. Attend and participate in security meetings to determine and coordinate national security strategies, policies, plans and programmes.
9. Liaise with overseas security agencies to inform intelligence strategies, plans and programmes.
10. Approve the granting of firearm licenses.
11. Perform other related duties as required by the job function.

### **Qualification**

The incumbent must possess extensive theoretical and practical knowledge of Police custodial and security regulations, policies, procedures, operations and administration, well developed strategic management skills, interpretative judgement negotiating ability, interpersonal and communicative skills, investigative, diagnostic and problem solving skills.

This knowledge, skills and abilities are normally obtained in the process of acquisition of a university degree in Security management, Social science or an equivalent qualification or at least ten years experience in a similar or related job, five of which should have been at senior management level.

Persons interested in this position should obtain the necessary application form from the Department of Public Administration, The James Ronald Webster Building, The Valley, Anguilla Tel. No. 264-497-3041. Application forms can also be downloaded from the government website at [www.gov.ai](http://www.gov.ai). The completed form along with supporting documentation should be returned to His Excellency, The Governor, Governor's Office, Old Ta, Anguilla on or before Friday, April 23, 2010.