

Role Profile and Person Specification

ROLE PROFILE

Role Title:	Innovation Manager	Leadership level:	
JRN:	20341	Job family:	
Band:	10	Location:	Agile
Allowances:	As per contract	Politically restricted:	Yes
Department:	Prevention	Vetting level:	MV
Reporting to:	D/Superintendent Reduce Harm & Demand	Date Published:	October 2023
Posts responsible for:	None		

Part A – Job Description

Overall purpose of the role:

Engage with a wide range of stakeholders and partners at strategic level, both internal and external, to identify opportunities for the force to innovate; create and support new ways of working including funding and commercial opportunities to harness the benefits of working with partners.

Key responsibilities of the role:

1	Lead, develop and champion business innovation and transformation across force services through partnership and income development.
2	Understand business drivers both internally, regionally and nationally and represent the force at local and national forums/conferences to promote force innovation and to gain insight into the innovation of others which can be developed and piloted within Northumbria.
3	Assist in shaping force improvement by providing an understanding of the latest research, the national agenda, internal contacts and drivers, and regular engagement with a range of external contacts.
4	Support a culture to encourage an innovative environment, organising and facilitating opportunities to create new ideas and approaches, both internally and with partner organisations to implement the most effective and efficient ways of working.
5	Develop strategic partnerships with regional and national organisations to partner capability and capacity where possible to support force priorities and effectiveness and efficiency of service design and provision.
6	Seek relevant funding through research and knowledge of funding and partnership opportunities, maintaining oversight of national funding agenda and innovation programmes and lead on maximisation of funding and income opportunities.
7	Lead on the creation of funding bids and business case development from inception to project delivery and evaluation, providing advice and expertise to maximise success.
8	Provide guidance and advice to senior management regarding concepts for business development, supporting initial scoping and assessment of ideas generated by engaging with partners to prioritise progression of deliverable improvement initiatives.

Part B – Scope of contacts

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Internal / External relationships:

Internal: Executive Team, heads of department / area commands and specialist enabling roles.

External: Home Office, College of Policing, National Police Chiefs' Council, N8 Policing Research Partnership (PRP), academic and community safety partners.

Part C – Competencies and Values

Northumbria competencies and values framework (NCVF)

Part D – Continuous Professional Development (CPD) role 6 months

First 6 months

1

2

3

4

12 months and beyond

5

6

7

8

Part E - PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	Degree level (or equivalent level of experience). Project management experience, with ability to	Post-graduate management qualification. Project management qualification.	Application/interview/ CPD

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	<p>build business cases and effectively manage projects.</p> <p>A proven track record of partnership development and management of complex stakeholder relationships across a range of organisations.</p> <p>Experience of leveraging public funding mechanisms to support innovation.</p>	<p>Experience working at a senior level within a large, complex organisation.</p> <p>Understanding of the police/public sector working environment.</p>	
Planning and organising	<p>Experience managing projects of strategic significance, managing process and monitoring the progress of improvement initiatives.</p> <p>Excellent organisational skills and an ability to balance and prioritise competing demands to meet deadlines.</p>		Application/interview/ CPD
Problem solving and initiative	Experience leading business development and improvement initiatives.		Application/interview/ CPD
Management and teamwork	Experience delivering complex projects across a range of organisations and involving multiple stakeholders.	Effective leadership, with a track record of providing direction on improvement initiatives.	Application/interview/ CPD
Communicating and influencing	<p>Strong interpersonal and stakeholder management skills.</p> <p>Articulate, with excellent written and verbal communication skills.</p> <p>Good presentation skills with the ability to present and adapt to both Senior Internal and External Stakeholders.</p>	Excellent influencing and negotiation skills, with the ability to obtain agreement on proposals, grant funding bids and delivery of complex projects.	Application/interview/ CPD

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	Experience of working collaboratively and productively with key stakeholders.		
Other skills and behaviours	Ability to build out innovation capabilities and transfer into a corporate culture.	Knowledge of policing financial procedures.	Application/interview/CPD