Manager Implementation and Evaluation

Position Details

Reports to: Director Evidence-Based Policing Service Centre

Location: Evidence-Based Policing Centre, Lambton Quay Wellington

District/Service Centre: Evidence-Based Policing

Shift work/non shift work: Non shift work

Group: Service Delivery Group

Remuneration range: Grade 23

PHPF Level Purpose: Leader/Manager

Employee Type: Constabulary / Police Employee

Direct reports: Manager EBP Network Groups**,** Team Manager Service Design, Senior Evaluation Advisor (x2), Evaluation Advisor, Senior Knowledge and Information Advisor, Knowledge and Information Advisor (x2),

Delegated Financial Authority:

Context

New Zealand Police is the lead agency responsible for reducing crime and enhancing community safety. We work in partnership with individuals, communities, businesses and other public sector agencies to achieve our vision to have the trust and confidence of all. The Evidence-Based Policing Service Centre sits within Service Delivery Group, which contributes to the achievement of our vision through enabling the transformation of Police to deliver Our Business.

Purpose

The purpose of the Evidence-Based Policing (EBP) Service Centre is to embed an evidence based approach into all operations of Police. By using information, crime-science and problem-solving methods we will ensure that proven approaches and tactics guide our work, are seen in the results, and provide confidence that what we do works. EBP is a critical function to support the organisation in realising its opportunity to be the best Police service to deliver on Our Business.

The Manager Implementation and Evaluation leads the team which delivers EBP projects, knowledge, evaluation and learning with and for the front line. They also ensure the voice of the user is embedded in the way services are designed, developed and delivered.

Part of the team is based in the EBP Service Centre and part of the team is geographically dispersed in the Districts and other Service Centres. The team has a deep understanding of and strong connections into the operational realities and needs of the front line. It is continuously on the lookout for opportunities to turn local initiatives into national EBP projects, and for sharing back into the Districts and Service Centres our growing knowledge and skills in EBP.

This team implements projects out in the field, working closely with research, data and other specialists in the EBP Service Centre through all phases of the project life cycle. To ensure a strong focus on the potential of any project for delivering on the intent of EBP – knowing that what we do works - this team also holds the primary evaluation responsibility and closes the loop through feedback to our continuous learning cycle.

To support the delivery of these outcomes the Manager Implementation and Evaluation will manage the functions and deliverables of their team and the work programme they are responsible for. In performing this role the Manager will work collaboratively and seamlessly with other managers and teams across the EBP Service Centre, and other partners, to provide a multi-disciplinary and integrated approach to the delivery of high quality and innovative work.

The purpose of leadership in this role is to lead the tactics for Our Business and enable our people to deliver.

Accountabilities

1. Look after our people

- Understand the hazards faced by the team and enable them to eliminate or minimise the associated risk.
- Ensure all team accidents, incidents and near misses re reported, investigated and endorsed in MyPolice.
- Proactively manage employee return to work programmes where required.
- Actively encourage and enable Wellness and Safety initiatives and training.
- Fosters a safe environment by integrating safety and health into all aspects of work practices and places of work.

2. Service delivery

- Contribute to the development and management of EBP plans and work programme aligned to Police strategy and Our Business.
- Deliver the Implementation and Evaluation team work programme and individual projects to a high quality, within time and budget tolerances.
- Lead the development of effective formal and informal approaches, structures, systems and networks which enable the delivery of EBP projects in the Districts and Service Centres.
- Provide oversight on the delivery of high level service design solutions tailored to deliver business solutions.
- Provide professional oversight and support for the Manager EBP Network Group, Manager Service Design and Knowledge and Information Advisors.
- Actively explore pathways to innovation and where appropriate embed within the team.
- Ensure consistent deployment of solutions to Districts and Service Centre's.
- Manage the allocation of team resources across a range of projects.

3. Systems

- Work closely with colleagues to develop, maintain and improve systems and processes for EBP project design and delivery, as well as risk and opportunity management and reporting.
- Lead the creation and dissemination of EBP results and learning in ways which are easily accessible to staff throughout Police.

4. General Management and Leadership

- Actively contribute to the EBP Service Centre leadership team including supporting the development and improvement of a high performing team.
- Translate strategies and plans to an operational level and into achievable and measureable performance targets for the team and completes performance appraisals in a timely manner.
- Provides mentoring and development to the team by sharing skills, knowledge and expertise to enable them to achieve their objectives.

- Provide professional leadership and expertise on project implementation and evaluation for EBP.
- Contribute to meeting Police obligations under the Treaty of Waitangi and acts in a way which demonstrates responsiveness to Maori.

5. Team leadership and management

- Lead their people in working collaboratively and effectively as part of a multidisciplinary and multi-agency team within a dynamic environment.
- Develops and maintains healthy team dynamics including addressing performance appropriately.
- Model innovation and a future-focused outlook with a strong drive towards excellent service delivery and customer service.
- Ensure their people have the appropriate skills, knowledge and experience to deliver the work programme and expected results, including providing coaching and professional development opportunities as identified through regular performance conversations and annual performance reviews.
- Lead, model and encourage open, honest and constructive relationships with colleagues.

6. Relationship management

- Proactively seek opportunities to develop and extend highly effective working relationships for themselves and their team within the Evidence-Based Policing and the wider Service Delivery business unit, as well as with Districts, Service Centres, and the Royal New Zealand Police College.
- Develops strong relationships that allow a deep understanding of operational realities and the needs of the front line.
- Ensures the connection, communication and robust engagement between a geographically spread and diverse team. Creates a dynamic team environment that encourages strong local and regional connections.
- Develop and leverage strong strategic and functional relationships with external agencies, partners and potential partners for Evidence-Based Policing.

Additional Requirements

For selection purposes, candidate suitability will be considered in relation to:

- Potential to perform well in the position, given a reasonable period of time for familiarisation and/or training.
- Personal attributes and temperament relevant to the position.
- General health which will allow for the performance of all duties and functions of the position (for constabulary employees a current PCT is an indicator of general health).

Qualifications

- A graduate or post graduate qualification in a relevant field is desirable.