

Career History - Simon Edens

Current Role

May 2012 to Present Date

**Deputy Chief Constable
Leicestershire Police**

Responsibilities include:

- supporting the chief constable and the police and crime commissioner in leading and developing the force, ensuring delivery of the police and crime plan and significantly improving performance;
- transforming the way policing is delivered to ensure there are better outcomes for the public at less cost by leading the force's change programme, described by independent auditors as 'gold standard';
- maintaining the force's professional standards by providing clear and ethical leadership to officers, staff and volunteers and harnessing their effort in the best interests of our communities;
- building better relationships within strategic partnerships so that we prevent silo-thinking around the delivery of services;
- directing the force's management of critical incidents so that we maintain public confidence and ensure our reputation for doing the right thing is maintained;
- directing our management of strategic risks and ensuring good corporate governance;
- I led the force as acting chief constable for 4 months (2013) and successfully steered it through a particularly challenging period, providing support to individuals and teams and maintaining clear focus on our purpose.

Previous Roles

November 2011 to May 2012

Assistant Chief Constable (Local Policing) West Mercia/Warwickshire Strategic Alliance

Responsibilities included:

- supporting the chief constable of each force as together we created an alliance to deliver better value to communities across 4 counties;
- directing the design and implementation of a transformed local policing model within the strategic alliance;
- leading the delivery of local policing services within each force ensuring that the needs of communities were met;
- directing, supporting and developing senior officers, staff and volunteers;
- working with strategic partners to deliver community safety and criminal justice outcomes within the two forces;
- representing the police service in England and Wales on the national Arson Prevention Forum as the ACPO (now NPCC) lead for arson prevention.

June 2008 to November 2011

Assistant Chief Constable (Territorial Operations) West Mercia Police

Responsibilities included:

- supporting the chief constable in leading, managing and developing the organisation, particularly in relation to operational policing;
- leading and supporting senior operational officers, staff and volunteers;
- coordinating area based partnership teams to improve services and performance as a member of the local criminal justice board;
- assuring our response to major and critical incidents and taking command when required;
- influencing our external and internal environments and developing and implementing strategies to improve policing;
- I became the national lead for developing the police service response to antisocial behaviour.

May 2006 to June 2008

**Chief Superintendent (Change Management)
Cambridgeshire Constabulary**

Responsibilities included:

- representing Cambridgeshire within the regional programme for police force mergers and managing the transition to regional collaboration;
- leading the programme team engaged in continuous improvement within the force;
- setting up the ACPO Citizen Focus Business Area and building a national network to support strategy and policy development to improve satisfaction and confidence in policing;
- contributing to strategic and operational issues as a member of the chief constable's management team;
- commanding public order and firearms incidents and ensuring our response was effective and that standards were maintained or improved.

April 2004 to May 2006

**Chief Superintendent BCU Commander
Cambridgeshire Constabulary**

Responsibilities included:

- remaining accountable to the chief constable and local people for providing first class policing to all communities within the BCU;
- leading and developing a command team comprising operational and crime managers with HR and business support specialists;
- managing performance and wellbeing to ensure we achieve positive outcomes for the communities we serve;
- establishing and maintaining effective relationships with partners notably within the community safety partnerships across 2 districts (Huntingdonshire and Fenland);
- delivering better outcomes for rural communities as the force lead for rural community safety which saw a major success in eradicating the scourge of hare coursing in the county.

July 2001 to April 2004

**Superintendent
Cambridgeshire Constabulary**

My first role as a Superintendent was to lead the force's specialist operational services (for example, police firearms, road policing, dogs, and public order) and ensure they supported the overall force mission.

Trained as a search coordinator, I led the force's search for Holly Wells and Jessica Chapman in Soham in 2002. When my teams found the first evidence that they had both been murdered, I changed the strategy to focus on the search for evidence.

I became the deputy BCU Commander in the force's Central Division where I was responsible for leading uniformed policing to communities in urban and rural areas.

I chaired a user group within ACPO's Information Management Business Area and I had the rare opportunity for a superintendent to step up temporarily and lead the national Police National Computer committee for 9 months. This gave me early, and valuable, experience of steering the development of a critical part of the national infrastructure and negotiating with senior people across the country.

September 1998 to July 2001

**Inspector
Cambridgeshire Constabulary**

I held several roles as an Inspector: on promotion I became a patrol Inspector in Cambridge; then I was appointed as a Sector Inspector responsible for leading and supporting response and neighbourhood teams and consulting with local communities and elected representatives.

I next took up a force role and carried out a major review of community policing as part of the best value programme. This involved academic research, wide consultation within the force and the community. It led to significant changes to the way the force delivered community policing.

I then successfully managed a project to design and implement a brand new model for road policing in Cambridgeshire. This involved extensive, and at times very challenging, consultation with the officers and staff affected; engagement with partners and communities; and strategic discussions and briefings with the force's executive group.

Throughout this time I was a nationally accredited hostage negotiator and I was part of the team of negotiators that brought the Afghan aircraft hijack to a successful conclusion at Stansted airport in the year 2000.

March 1991 to September 1998

**Constable & Sergeant
Cambridgeshire Constabulary**

I developed my experience as an operational officer once I joined Cambridgeshire Constabulary working on patrol and as a custody sergeant, and gaining experience in the crime management department on secondments.

Whilst working shifts I enrolled with the Open University and I gained a BA degree with honours (2:1) in sociology and criminology.

June 1981 to March 1991

**Constable & Sergeant
Royal Ulster Constabulary**

I built a very solid foundation in policing with particular experience in managing operational risk and conflict and protecting divided communities. I worked as a patrol officer and in specialist units in various roles in both urban and rural settings.

I completed the Strategic Command Course in 2008.

