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# Senior Practice Developer

College of Policing

**Apply before 11:55 pm on Monday 2nd March 2026**



**Reference number**

447065

**Salary**

£46,108

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Grade 7

Tier 3 (17) Ch/Insp

**Contract type**

Fixed term

Secondment

**Length of employment**

Until 31/07/2026

**Business area**

COP - Knowledge and Innovation

**Type of role**

Policing

**Working pattern**

Flexible working, Full-time

**Number of jobs available**

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## Location

Remote working (anywhere in the UK)

## About the job

### Job summary

**Applications are restricted to existing employees of the College of Policing, the Civil Service and staff of a UK police force or UK policing organisation. Any ineligible applications will be withdrawn before shortlisting.**

### About us:

This post is based within the What Works Standards team. We are a small team who lead on the development of evidence-based guidelines and authorised professional practice (APP), which are the main sources of national guidance for the police service. We are based within the Research and Knowledge Services unit and also contribute to the work of that wider team.

Our staff have backgrounds which include policing, victim support and engagement, academic research, training and probation. We are a welcoming, supportive team with a culture of continuous improvement for ourselves and the work that we do. We are passionate about the need to support police officers and staff with the guidance they need to provide ethical and consistent levels of service to victims and the public. Although our work is of high profile and can sometimes be pressured, we prioritise a healthy life/work balance. We meet regularly as a team, online and in person, to share our successes, solve problems and to get support from each other.

This role is a designated homeworking role. Travel to our college sites at Ryton on Dunsmore, near Coventry or London or to visit police sites across England and Wales is also required. On average this will be no more than once or twice a month.

## **Vetting**

The role requires vetting level NPPV3 and SC and you may need to complete further vetting forms if you do not already have this level.

## **Job description**

You will lead, develop and performance manage a small team of practice developers delivering national professional practice guidance for the police service. You'll also contribute to business planning for the What Works Standards unit and lead on delivery of specific improvement and change activities in the unit. You will lead on the development of 6 plus pieces of national guidance each year, allocating developers to work streams, supporting and advising them on effective approaches and reviewing progress against project plans. You may also personally develop guidance that requires more complex development or stakeholder engagement.

## **Person specification**

Some of your responsibilities will include:

Lead, develop and performance manage a team of Policing Practice Developers to deliver evidence-based practice standards and guidance

Collaborate and engage with internal and external stakeholders, including senior policing stakeholders, policing practitioners, community and voluntary organisations and members of the public to ensure guidance supports practical and ethical service delivery.

Develop plans for gathering, reviewing and incorporating research evidence and policing practice into national guidance

To be successful in this role you'll need:

Degree or level 6 qualification in an appropriate subject or equivalent experience

Experience of taking an evidence-based approach to developing and influencing professional practice

Excellent communication skills – the ability to write and present complex concepts concisely, fluently and persuasively

Please see the attached job description which contains full details of the role.

## **Behaviours**

We'll assess you against these behaviours during the selection process:

Communicating and Influencing

Managing a Quality Service

Making Effective Decisions

## **Technical skills**

We'll assess you against these technical skills during the selection process:

Working collaboratively

Evidence based approach to developing professional practice

Planning and organising

## **Benefits**

Alongside your salary of £46,108, College of Policing contributes £13,357 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Learning and development tailored to your role.

An environment with flexible working options.

A culture encouraging inclusion and diversity.

For more information about your benefits and staff networks, visit [Guide to your employee benefits](#)

## Things you need to know

### Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

### Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours and Technical skills.

Vacancy reference: 7032

Anticipated interview dates: w/c 16th March 2026

This role is available until 31st July (with the possibility of extension) as a fixed term contract or secondment and is open to

colleagues employed directly by the College.

Police staff or officers

Civil service employees

**Any ineligible applications will be withdrawn before shortlisting.**

**Please note if you are applying as a secondment you will be required to obtain the written support of your line manager or appropriate manager specified by your organisation, prior to submitting your application.**

**Please ensure you upload your completed secondment approval form as an attachment when submitting your application in Civil Service Jobs.**

**Internal applicants who are at risk of redundancy or in need of redeployment and pass the recruitment process, will be given priority over other applicants.**

**An initial sift based on the lead technical skill \*Evidence based approach to developing professional practice may be held if a large number of applications are received. Candidates who pass the initial sift may be progressed to a full sift or progressed straight to assessment/interview.**

#### **How to apply and contact information:**

If you would like to discuss the role in more detail, please contact Gill Sims [gill.sims@college.police.uk](mailto:gill.sims@college.police.uk), What Works Standards Manager

Feedback will only be provided if you attend an interview or assessment.

#### **Security**

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\).](#)

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

#### **Nationality requirements**

Open to UK nationals only.

## **Working for the Civil Service**

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

## **Diversity and Inclusion**

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

## **Apply and further information**

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

## **Contact point for applicants**

Job contact :

Name : Gill Sims

Email : gill.sims@college.police.uk

Recruitment team

Email : recruitment@college.police.uk

