



LINCOLNSHIRE POLICE CANDIDATE INFORMATION PACK



Director of Finance and Commercial





Job Title	Director of Finance and Commercial (Section 151 Officer)
Grade:	Chief Officer equivalent (Police Staff)
Directorate:	Force Executive
Responsible to:	Chief Constable, Lincolnshire Police
Accountable to:	Chief Constable (with statutory accountability to the Police and Crime Commissioner in respect of financial stewardship)
Direct Reports:	Head of Finance and Head of Commercial

Job purpose and scope:

The Director of Finance and Commercial is the statutory Section 151 Officer for Lincolnshire Police, holding personal accountability for the proper administration of the Force's financial affairs, stewardship of public money, and the delivery of robust financial management.

As a key member of the Force Executive, the post holder will provide strategic financial, commercial and procurement leadership, ensuring that resources are aligned to operational policing priorities and sustainable delivery of the Police and Crime Plan and Lincs 2030 ambition.

The role will champion a commercially astute, value for money culture, leading the development and application of effective procurement, commissioning and contract management, including expert application of the Public Sector Procurement Act and associated regulations across Lincolnshire Police.

Principal accountabilities

Statutory and Professional Leadership

- To fulfil the duties of a chief finance officer within the terms of section 151 of the Local Government Act 1972, sections 111 to 116 of the Local Government Finance Act 1988 and paragraph 4 of Schedule 2 to the Police Reform and Social Responsibility Act 2011, ensuring the proper administration of Lincolnshire Police's financial affairs.
- Act as the Force's lead professional adviser on financial stewardship, value for money, governance, risk and internal control.
- Ensure compliance with relevant statutory requirements, regulations, professional standards (including CIPFA) and external audit.
- Maintain an effective, cooperative and constructive working relationship with the Police & Crime Commissioner's (PCC's) Chief Finance Officer (CFO).

Strategic Finance

- Provide strategic leadership of financial planning, budgeting, medium term financial strategy (MTFS) and long term financial sustainability.
- Ensure that the finance function is resourced to be fit for purpose.
- Secure the preparation of the Chief Constable's statutory accounts and financial statements and provide the PCC's CFO with information for the Group Accounts, ensuring accuracy, transparency and timeliness and approving the Chief Constable's statutory accounts for publication.
- Prepare budgets, financial strategies, and statements of account in accordance with all relevant best practice, accounting standards and guidance
- Support the PCC's CFO in delivering Treasury Management in accordance with CIPFA's Treasury Management Code of Practice.
- Support the PCC's CFO in ensuring compliance with CIPFA's Prudential Code for Capital Finance in Local Authorities.

Commercial and Procurement Leadership

- Provide senior leadership for the Force's commercial, procurement and contract management functions.
- Ensure effective implementation and application of the Public Sector Procurement Act / Regulations, including governance, transparency and value for money requirements.



- Lead commercial strategy to maximise value from contracts, collaborations and commissioning arrangements, including regional and national partnerships.
- Embed a commercial mindset that supports innovation, ethical procurement and continuous improvement.
- Ensure that contract managers within the Force are trained and supported to be able to manage contracts robustly and efficiently.

Governance, Risk and Assurance

- Lead enterprise wide financial governance, ensuring effective financial regulations are adhered to, schemes of delegation and decision making frameworks.
- Ensure that the Chief Constable and Leadership team are regularly updated with complete, accurate and timely information about the financial health and sustainability of the Force.
- Develop and maintain an effective joint audit committee.
- Ensure that an effective internal audit function is secured.
- Act as senior officer lead for external audit relationships.

Leadership and Corporate Contribution

- Be an active and influential member of the Force Executive, shaping organisational strategy and major transformation decisions.
- Advise senior managers and other managers with budget responsibility on the application of value for money and commercial principles in the delivery of police services and the achievement of the Force's objectives.
- Provide visible, values based leadership, promoting high standards of integrity, inclusion, wellbeing and performance.
- Lead and develop high performing professional teams across finance and commercial services.
- To seek continuous improvement in the service areas within the responsibility of the role.

Partnership and Collaboration

- Represent Lincolnshire Police at local, regional and national levels on finance, commercial and procurement matters.
- Lead and influence collaborative and shared service arrangements, ensuring financial resilience and public value.

Person specification

Essential Qualifications

- Fully CCAB qualified accountant (CIPFA preferred).
- Evidence of continuous professional development at senior leadership level.

Essential Experience

- Significant senior leadership experience in finance within a large, complex public sector organisation.
- Demonstrable experience of discharging, supporting or operating at Section 151 level or equivalent statutory financial officer role.
- Proven leadership of medium term financial planning, revenue and capital budgeting, and statutory accounts.
- Substantial experience of commercial strategy, procurement and contract management, including application of Public Sector Procurement Act / Regulations.
- Experience advising and influencing executive leaders and elected or statutory office holders.
- Track record of delivering value for money, financial sustainability and transformation.

Desirable Experience

- Experience within policing, emergency services or wider criminal justice/public protection environment.
- Experience of regional or national collaboration and shared services.
- Experience of major organisational change and digital or commercial transformation.

Essential Knowledge

- Knowledge of legislation and good practice relating to public sector financial management and public procurement.
- Knowledge of best value for money approach to achieving objectives and outcomes.



Desirable Knowledge

- Knowledge of the financial management and reporting required by Chief Constables as a corporation sole.
- The process of setting a public authority's budget.
- The financial implications of the Police Reform and Social Responsibility Act 2011.

Skills and Abilities

- Exceptional strategic and analytical capability, with sound professional judgement.
- Strong commercial acumen and ability to assess risk, opportunity and value.
- Excellent communication skills, able to convey complex financial and commercial matters clearly.
- Evidence of continuing professional development.
- High impact leadership style, able to inspire confidence and trust across diverse stakeholders.
- Political awareness and ability to operate effectively in a high profile public accountability environment.

Values and Behaviours

- Demonstrates the College of Policing Code of Ethics and Lincolnshire Police values at all times.
- Leads with integrity, transparency and a strong commitment to public service.

Vetting Requirement

- Security Check (SC) (inclusive of Management Vetting – MV)

Additional Information

- This role requires flexibility to meet operational demands and attendance at key meetings and force events outside normal office hours.

How to Apply:

In order to apply or discuss this opportunity further, please contact nickcole@pageexecutive.com



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