

South Yorkshire Police

Superintendent

RECRUITMENT PACK 2026



South Yorkshire

POLICE

Be part of our future

Thank you for your interest in developing your career with us as a Superintendent here at South Yorkshire Police.

If you are considering joining us from another force – or progressing to this next leadership step within our organisation – there is no time like the present.

We are entering a new phase of strategic growth, focused on delivering our core priorities: preventing crime and disorder, responding effectively to the needs of victims and communities, and concentrating our efforts on those who cause the most harm.

South Yorkshire Police is already a high-performing force with clear ambitions to raise the standard of policing even further. To achieve this, we are seeking exceptional leaders who can help shape the future of policing in our region.

As a busy, full-spectrum force, we offer the depth, complexity and opportunity found within some of the UK's largest forces, while maintaining a strong preventative, problem-solving ethos rooted in what matters most to our communities.

As a Superintendent, you will provide strategic leadership across multiple teams and functions – setting direction, driving performance, strengthening partnerships, and ensuring high-quality operational and organisational delivery. We are looking for confident leaders who can inspire others, make sound decisions under pressure, and foster a positive, inclusive and forward-thinking culture.



We value leaders who are dynamic, inclusive and people focused – those who take pride in developing colleagues, nurturing talent and creating supportive, motivated teams. In return, we will invest in you, supporting your personal and professional development and helping you grow in your leadership journey.

For those with ambitions to progress further, this role offers a strong platform for future advancement and provides the opportunity to shape your policing career.

I wish you every success in your application, and I hope to soon be working with you in the role of Superintendent.

Chief Constable Lauren Poultney
South Yorkshire Police

Our priorities, focus and values

Delivering an excellent police service to support safer communities

Our priorities are:

	Preventing crime and disorder		Responding to the needs of victims and communities		Focussing on those who cause the most harm
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Our focus is to:

	Empower and support our people		Harness the power of partnership		Increase productivity		Demand professional and ethical standards
	Tackle the root causes of crime		Be ambitious in improving our digital and physical estate		Allocate finances to best effect		Ensure accuracy and security of the data we hold

Our values are:

	Fairness		Integrity		Trust
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Why South Yorkshire Police?

South Yorkshire is a region that offers not just an incredible place to live, but an inspiring place to build your policing career.

Described by Visit England as a place of “jaw-dropping scenery, cities steeped in industrial heritage and hidden market towns in equal measure,” South Yorkshire truly has something for everyone. Here, you can enjoy the beauty of rolling hills and sweeping landscapes, while also benefiting from vibrant, cosmopolitan towns and cities filled with culture, energy and opportunity.

South Yorkshire is home to almost 1.4 million residents, living across widespread rural communities as well as busy towns and urban centres.

Our policing area spans four local authority areas, contains four prisons, five professional football clubs, and a major arterial road network. This creates a dynamic and varied policing landscape, which brings both challenges and unique opportunities for those ready to make a real impact.

South Yorkshire stands proudly on both the national and international stage. As the birthplace of club football, our five major teams keep the region buzzing with fixtures and fan spirit. We're home to the largest regional theatre complex outside London, and every year we welcome visitors from across the globe for high-profile events such as the World Snooker Championship.

For those interested in developing their career with us, this region provides more than just a place to work – it offers diverse community to serve and the chance to make a meaningful difference within a busy force.



Recruitment FAQs answered

by Supt Charlotte Bloxham,
Head of the Operational Support Unit

How would you describe SYP?

As an excellent force to broaden your horizons and develop your skills and experience. As a transferee, what stood out most to me is the quality and commitment of the people – there is a genuine willingness to collaborate, to support one another, and to drive improvement.

What challenges do you think the force faces over the next few years?

Like all other forces, maintaining public trust and confidence and managing demand with limited resources

How does SYP develop and retain good people?

South Yorkshire Police is a highly diverse and demanding place to work, which provides many opportunities for development. The force places a strong emphasis on developing leadership capability, alongside promoting effective strategies to support officer and staff wellbeing.



If you were transferring in today, what would you want to know beforehand?

The role of a Superintendent in SYP is demanding and challenging – it is a big commitment but rewarding in terms of professional development. Moving forces, especially for the first time, can be daunting – there will be many differences, but the job itself isn't! Embrace the opportunity.





‘After 30 years, I remain as positive as ever - this is a brilliant place to work’

Superintendent Paul Ferguson

“I came to Sheffield for university but I never went home – and I’m not the only one who tells this story!

The close proximity of urban and rural settings, and being on the border of the Peak District, make South Yorkshire a joy to live and work in. I grew up watching The Bill – policing was all I really wanted to do. I applied for South Yorkshire Police and I don’t regret it for a moment!

After 30 years, I remain as positive as ever – this is a brilliant place to work. Here (and this sounds twee), there really is a sense of family. As a group of senior leaders, officers, and staff, we know we can rely on each other for advice and support.

Superintendents in SYP have the opportunity to make a real difference and play a leading role in implementing change to propel the force’s continuous evolution and improvement. We face high demands and high expectations.

We work incredibly hard, to do the day job and to lead districts/ departments and thematics. If you are successful in your application to be a Superintendent for SYP, you will never be bored and you will be challenged, but you will also be welcomed and supported (as long as you get stuck in).”

Paul’s career in SYP

1996 - Constable

2004 - Sergeant

2009 - Inspector

2016 - Chief Inspector

2021 - Superintendent



From Superintendent to Chief Superintendent in three years

“I transferred to SYP in November 2021 on promotion to Superintendent, seeking a new challenge within one of the country’s most complex and demanding forces.

Having joined as a career detective, I was quickly offered invaluable opportunities to expand my knowledge, skills, and abilities - such as operational leadership roles, and Tactical Firearms Commander training/ accreditation amongst others.

Working across diverse communities, which call for the full spectrum of policing services, fast tracked my development in terms of managing significant demand, responding to emerging threats, and leading through periods of change and challenge.

This strengthened my leadership capability, resilience, and ability to inspire others while consistently delivering effective policing services. Together, my experience in SYP and the force’s investment in my development contributed to my success in the Chief Supt promotion process in June 2024. Two years on, SYP continues to support me as I now look forward to achieving gold accreditations.”

Chief Superintendent Pete Thorp
Doncaster District Commander



What to expect of a promotion from CI to Superintendent

“As a Superintendent for SYP, you provide strategic leadership for a business area - setting the vision, direction and delivery plan.

You are accountable for translating organisational priorities into clear outcomes, ensuring budget, resources, and demand are aligned to achieve the best results for our communities. Working closely with senior leaders, partners, and stakeholders, you shape and own strategy, performance, and governance of your area - holding ultimate responsibility for delivery, risk management, and continuous improvement.

Your role extends beyond contributing to plans; you are accountable for their successful implementation and impact. Superintendents provide oversight of complex, high-risk and critical incidents, leading coordinated responses and ensuring effective decision-making, compliance, and public trust and confidence.

They also undertake the statutory responsibilities of the rank and lead on areas of national policing, ensuring the force meets national standards, demonstrates strong governance, and delivers excellent policing services.

Superintendent Martin Simock
Sheffield Neighbourhoods

A day in Martin's life as a Superintendent

Performing:

- Duty Superintendent
 - Public Order Commander
 - Superintendent Neighbourhoods
 - Force lead for Neighbourhood
- As duty Superintendent, I start the day by reviewing the previous 24 hours' demand to identify threat and risk for the day ahead
 - In the same capacity, I prepare for and chair the Daily Management Meeting, during which I set the day's resourcing plan and priorities
 - As Public Order Commander and Supt. Neighbourhoods, I oversee an attempted murder which has resulted in community tensions
 - Back to duty Superintendent, I liaise with colleagues to obtain updates on other ongoing serious incidents and investigations on district
 - The DA team requests a DVPN and two custody extensions. I authorise the DVPN and a colleague supports me by authorising the extensions
 - As force lead for neighbourhood policing, I start to review some documents in relation to planned improvements to engagement
 - I chair the afters DMM and brief staff on the plan to manage the ongoing community tensions and disorder relating to the attempted murder
 - I review a firearms operation to ensure we have the correct safeguarding and other relevant documentation in place
 - As I prepare to finish for the day, I plan for the next – as I'll continue to oversee the community tensions/ disorder
 - I brief evening Bronze on the plan





The role of a Superintendent



Role: Superintendent

Salary: £87,123 - £102,480

Location: Barnsley, Doncaster, Sheffield, Rotherham

A Superintendent is a core position within policing and is a management role in the policing professional profiles. You can find the specialist details for the role on the [College of Policing Website](#). The Superintendent core rank profile outlines the basic requirements of the role.

Role purpose

Superintendents lead a large and/or complex area of command within forces and across collaborations, strategic alliances and partnerships, carrying responsibility for all activities in their area. They may also carry responsibility for strategic or policy lead for one or more areas of policing across the force or organisation.

Superintendents also play a critical lead role in operational policing for major or critical events or incidents. This includes planning and directing the activities in line with the legal framework and wider policing policies/objectives to uphold the law, ensure public safety and strengthen public confidence.

This role carries specific legal powers to enable the maintenance of law and order. Superintendents contribute to the development of culture, climate and working processes in their area to ensure adherence to standards, and the promotion of accountability and continuous improvement.

Key responsibilities

- Leading area of responsibility, upholding values and ethical standards. Acting with the highest level of professionalism in accordance with the law, public interest, and professional policing practice to protect the public by preventing and detecting crime.
- Fulfilling the authorising responsibilities of superintending ranks and maintaining operational oversight. Holding accountability for compliant policing responses to achieve operational objectives which support law enforcement and enable public safety.
- Leading responses to major events and serious/complex investigations. Setting strategic/tactical objectives and priorities, assessing and managing threats/risks and directing the deployment of resources to ensure an appropriate and effective response in line with legal and force requirements.
- Leading, developing, managing and maintaining strategic relationships with local and regional partners. Effectively influencing and leading collaboration for own areas of responsibility to enable an effective approach to preventing and tackling crime and vulnerability.
- Leading the design and implementation of significant organisational change projects or programmes within areas of responsibility to drive continuous improvement problem solving and evidence-based policing.
- Fostering an inclusive organisational climate where people role model ethical behaviours and combine diverse perspectives and experiences. Supporting people to contribute, challenge, and share feedback so that the team operates in line with the force's values and ethics, enabling successful policing.
- Protecting and promoting wellbeing and welfare within area of responsibility. Embedding wellbeing strategies to protect

and enhance the working environment.

- Leading, managing and coordinating the allocation of appropriate resources within areas of responsibility, in line with force priorities to meet demand and maximise the efficient use of resources.
- Developing resource and budget plans for own areas of responsibility that promote force priorities, applying knowledge of changing capability and capacity in the workforce to ensure effective use of resources and maximise value for money.
- Negotiating and controlling internal and external budgets within areas of responsibility and partnership arrangements. Influencing budget allocation to meet the force or organisation's priorities and make financial savings where required to maximise value for money.
- Leading and managing performance within own areas of responsibility, making use of appropriate delegation. Providing meaningful feedback and coaching, and addressing areas of organisational underperformance to ensure that appropriate standards and force objectives are met.
- Leading the assessment of future demands and emerging threats within own areas of responsibility. Developing and adapting operational and workforce plans to ensure that these demands are effectively anticipated and met.
- Developing and owning the strategy for the force's response in respect of an incident or investigation to the media and wider public and external stakeholders, representing the force to provide information, improve visibility and build confidence in policing.
- Leading the development and implementation of policy and strategy in own areas of responsibility in line with force and national directive. Contributing to the development of force and national policy to improve policing outcomes.
- Leading, motivating and engaging teams across diverse areas of responsibility. Embedding strategies for continuing professional development and supporting regular review conversations. Enabling identification and equality of support for talent development opportunities, career planning and facilitating high-performing teams.



Your competencies, values and skills

The College of Policing **competency and values framework (CVF)** provides clear expectations for everyone working in policing. It describes the behaviours required by police officers and staff to be effective in their roles and uphold the **Code of Ethics** for policing.

Competencies

The CVF has six competencies, which are split into levels. These levels can be used flexibly to allow for a better fit with frontline and non-frontline policing roles, and at different levels of seniority. This ensures that there is consistency throughout all the policing professional profiles. Some roles may contain different CVF levels due to the specialist nature of the role. Those working at higher levels should also fulfil the requirements of the lower levels.

This role should be operating at or working towards the following competencies.

- **We are emotionally aware** – Level 3: senior manager or executive
- **We take ownership** – Level 3: senior manager or executive
- **We collaborate** – Level 3: senior manager or executive
- **We support and inspire** – Level 3: senior manager or executive
- **We analyse critically** – Level 2: supervisor or middle manager
- **We are innovative and open-minded** – Level 2: supervisor or middle manager

Values

The CVF has three values that apply to everyone in policing, regardless of their role or seniority.

- **Courage**
- **Respect and empathy**
- **Public service**

Core skills

All roles in policing have nine core skills in common. These are split into levels that represent the different levels of policing. This role should be operating at or working towards the following core skills.

- **Communicating and influencing** – Level 4
- **Problem solving** – Level 4
- **Performance management** – Level 4
- **Relationship management** – Level 4
- **Change management** – Level 4
- **Managing people** – Level 4
- **Managing resources** – Level 4
- **Planning** – Level 4
- **Use of IT** – Level 4