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# Chief Executive Officer

Candidate pack

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|---------------------|-----------------------------------------------|
| <b>Salary</b>       | £70,000 per annum                             |
| <b>Contract</b>     | Permanent, full time                          |
| <b>Location</b>     | Home based, with regular travel across the UK |
| <b>Closing date</b> | 6pm, Friday 13 November 2026                  |

Registered charity number 1215875

## Welcome from the Chair

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Thank you for your interest in becoming the Society of Evidence Based Policing's Chief Executive Officer.

SEBP was started by police officers and staff who believed that policing should be guided by the best available evidence. It has grown into a society with a strong membership, an established conference programme and links with sister organisations around the world. It now needs the capacity to match that ambition.



We are looking for someone who can secure income beyond our current grants, build a small team and speak for evidence based policing with authority and honesty, including about what evidence cannot tell us.

You will have support from the Board of Trustees, our Head of Engagement and a committed volunteer Executive Committee as you grow the Society and increase its influence. You do not need to have served in policing, but you do need to understand it, and to earn the respect of the people who do the work. If you think this could be you, I encourage you to apply.

Ben Linton  
Chair of Trustees, Society of Evidence Based Policing

## Welcome from the Founder

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Policing makes a difference in millions of people's lives and there are numerous institutions that will tell the police what to do and what not to do. The premise of SEBP is simple: by effectively understanding what works and what does not, we aim to make policing more effective. We will *produce*, *communicate* and *use* the best available evidence - and importantly we do this from within policing (the vast majority of members are police officers and staff). Better ways to reduce reoffending, to tackle domestic disputes, to tackle theft, to use AI - the examples are numerous, but we know we can make a difference.



The CEO must be passionate about making this vision a reality, demonstrating and growing impact, whilst leading a small team and making SEBP sustainable.

We are grateful for your interest and look forward to hearing from you.

Alex Murray  
Founder, Society of Evidence Based Policing

## About SEBP

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The Society of Evidence Based Policing exists to improve policing through the use, production and communication of the best available research.

SEBP is unusual, and valuable, because it is independent but with many members and volunteers within policing. That is the position from which it can best challenge, inform and grow expertise. It was created by volunteers from across the ranks and roles of policing, and that membership remains a source of its credibility.

### What we do

- Run regional and national conferences that bring practitioners and researchers together.
- Support a membership of police officers, staff, researchers and others who want policing to be guided by reliable evidence.
- Translate research into forms that are useful at the front line.
- Connect with other societies through an international network.

### How we are governed

SEBP is a registered Charitable Incorporated Organisation (charity number 1215875), governed by a Board of Trustees. A volunteer Executive Committee is responsible for delivery under a formal Scheme of Delegation. Funding from the Youth Endowment Fund enabled us to recruit our first staff members and establish formal charitable governance.

## The role

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### Why now

SEBP has built a strong membership, an established conference programme and an international network. We now need a Chief Executive who can build on these foundations: secure sustainable income, develop the team and create the systems that make an organisation work well.

Starting with a small team and a committed volunteer Executive Committee, they will build SEBP's capacity to change how policing uses evidence, across the UK and internationally.

Our current grant funding runs for a limited period. Securing income that outlasts it is the Chief Executive's first priority. The role suits someone who wants to build an organisation.

### Who you will work with

|                            |                                                                                                                                                  |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Board of Trustees</b>   | You report to the Board, through the Chair. The Board sets strategy and holds you to account.                                                    |
| <b>Executive Committee</b> | You lead a committed group of volunteers responsible for delivery of the Society's aims and objectives.                                          |
| <b>Head of Engagement</b>  | A full time staff member who leads on organising conferences, membership and communications.                                                     |
| <b>Partners</b>            | Police forces, the College of Policing, the Police Foundation, universities, other researchers, funders and international partner organisations. |

### What success looks like

Within two years, we would expect a diversified income base, clear increases in engagement and membership, demonstrated impact, successful conferences and a team which has grown in line with income. The key deliverables are set out in full in the job description.

## Job description

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|-------------------|-----------------------------------------------------------------------------------------------|
| <b>Post</b>       | Chief Executive Officer                                                                       |
| <b>Reports to</b> | The Board of Trustees of the Society of Evidence Based Policing                               |
| <b>Contract</b>   | Permanent, full time                                                                          |
| <b>Salary</b>     | £70,000 per annum, plus 5% employer pension contribution                                      |
| <b>Location</b>   | Home based, with regular travel across the UK and potentially occasional international travel |

### Key responsibilities

#### 1. Secure sustainable income and manage finances

- Develop and deliver a funding strategy that secures SEBP's future beyond its current grants, combining funder support, partnerships, membership and earned income.
- Maintain sound budgets, forecasts and financial controls, giving the Board and Treasurer clear, timely information.

#### 2. Grow our reach and engagement

- Extend SEBP's reach across policing, research, policy and oversight, and contribute to public debate where it advances SEBP's purpose.
- Oversee high-quality regional and national conferences, publications and digital communications, overseeing the Head of Engagement
- Develop the products and services, including training, guidance, tools, events and evidence translation, that make evidence usable at the front line.
- Build and sustain partnerships with police forces, the College of Policing, the Police Foundation, universities and research institutions, and international sister organisations.

#### 3. Lead the organisation and be an assured voice for EBP

- Lead the staff team and the Executive Committee, getting the best from paid staff and volunteers alike.
- Ensure SEBP complies with charity law, Charity Commission requirements, its constitution, its Scheme of Delegation and its policies, and that it meets its obligations on safeguarding, data protection, risk management and employment.
- Act as a principal ambassador for evidence based policing in the United Kingdom, and strengthen the EBP international network.
- Speak about evidence intelligently and honestly, including about its limits and uncertainties.
- Recruit, develop and retain a staff team as the organisation grows, and put in place the infrastructure to support it.

## Key deliverables

Within the first two years, we would expect the Chief Executive to deliver:

1. A funding strategy adopted by the Board, and a materially diversified income base
2. Increased engagement and membership, with clear targets and measurement
3. An agreed impact framework, with reporting against it to the Board and to funders
4. A programme of regional and national conferencing that contributes to SEBP's sustainability
5. A staff team grown in line with income, with the relevant systems, policies and governance.

## Person specification

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We will shortlist against the essential criteria.

### Essential

1. **Credibility with policing.** The ability to command the respect of chief officers and of front line officers and staff alike, and to understand the pressures under which policing operates.
2. **Senior leadership.** Experience of accountability for the performance, finances and people of a similar organisation.
3. **Raising money.** A track record of securing significant income, especially through grants and philanthropy, partnership or sponsorship.
4. **Understanding of evidence.** Fluency in what constitutes good evidence, how it is produced, what its limits are, and how it is translated into practice.
5. **Partnership building.** A track record of building and sustaining productive relationships across organisational and sector boundaries.

### Desirable

- Direct experience within policing or the wider criminal justice system
- Experience of working at a senior level within a charity
- Experience of commissioning, appraising or applying social research to an industry.

## Terms and benefits

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|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Salary</b>                           | £70,000 per annum                                                                                                                                               |
| <b>Contract</b>                         | Permanent, full time                                                                                                                                            |
| <b>Pension</b>                          | 5% employer contribution                                                                                                                                        |
| <b>Annual leave</b>                     | 25 days plus bank holidays                                                                                                                                      |
| <b>Location</b>                         | Home based, with regular travel across the UK and potentially occasional international travel                                                                   |
| <b>Pre-employment checks</b>            | Right to work in the UK, two satisfactory references and a basic DBS check                                                                                      |
| <b>Police barred and advisory lists</b> | You must not appear on the College of Policing's Police Barred List or Police Advisory List. We will ask you to declare this and will check the published list. |
| <b>Vetting</b>                          | You must be willing to undergo police vetting if required.                                                                                                      |

## How to apply

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Please send:

1. **Your CV**, no more than two pages.
2. **A covering letter** setting out your suitability and motivation for the role.

Send your application to [ben.linton@sebp.police.uk](mailto:ben.linton@sebp.police.uk) by 6pm, Friday 13 November 2026. We will acknowledge every application.

### Eligibility

We cannot appoint anyone who appears on the Police Barred List or Police Advisory List. We will ask you to confirm this when you apply. You must also be willing to undergo police vetting if required.

### References

Please give the names of two referees, one of whom should be your current or most recent employer. We will not contact referees without your permission, and only after an offer has been made.

### Adjustments

If you need any adjustments to the application or interview process, please tell us.

## Selection process and timetable

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1. **Shortlisting.** A panel of trustees will assess applications against the essential criteria.
2. **Interview.** Shortlisted candidates will be invited to an online evening interview with the panel between Monday 23 and Friday 27 November. We will ask you to give a short presentation and will confirm the topic when we invite you.

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|---------------------|------------------------------------------------------------------------------------------|
| <b>Closing date</b> | 6pm, Friday 13 November 2026                                                             |
| <b>Interviews</b>   | Online, evenings of Monday 23 to Friday 27 November 2026                                 |
| <b>Start date</b>   | January 2027, or earlier if possible. A longer notice period will not count against you. |

Please tell us when you apply if any of the interview evenings are not possible for you.

## Equality and inclusion

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Policing serves everyone, and the people who shape it should reflect that. We welcome applications from people of every background and are committed to a fair, open process.

We particularly encourage applications from people under-represented in policing leadership, including women, people from ethnic minority backgrounds and disabled people.

Policing experience is desirable, not essential. If you have the essential skills and understand the pressures of policing, we want to hear from you.

## How we use your information

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SEBP is the data controller for the information you send us. We use it only to run this recruitment. Only the selection panel will see your application.

We keep the applications of unsuccessful candidates for six months and then delete them. You can ask to see or delete your information at any time by contacting [ben.linton@sebp.police.uk](mailto:ben.linton@sebp.police.uk).