



Director of PoliceAI

College of Policing

CANDIDATE PACK



Welcome Message



Sir Andy Marsh QPM
CEO of the College of Policing

Thank you for your interest in the role of Director of PoliceAI.

The National Centre for AI in Policing represents a significant step forward in how policing in England and Wales will harness technology to meet growing and changing demand. Established through direct government investment, the Centre will accelerate the safe, ethical and operationally effective use of artificial intelligence across policing.

This is a pivotal moment. Policing faces an increasingly complex operating environment, with evolving threats, rising public expectations and sustained operational pressures. In this context, the ability to apply data and AI effectively, and responsibly, will be central to improving outcomes, enhancing frontline capability and maintaining public trust.

The Centre will act as a national hub for innovation, bringing together expertise from across technology, operations and evidence. It will support forces to adopt AI-enabled solutions at scale, while also shaping how these technologies are governed, assured and embedded across the system.

The Centre sits within the College of Policing, the professional body for policing in England and Wales. The College's mission Leadership. Standards. Performance. underpins the work of the Centre, ensuring that the adoption of AI is aligned with the highest standards of professionalism, ethics and public service.

As Director of PoliceAI, you will lead a nationally significant function at the forefront of this agenda. You will play a critical role in shaping how policing embraces emerging technology, balancing innovation with accountability, and ensuring that public confidence remains at the heart of delivery.

This is a high-profile and demanding role, offering a unique opportunity to shape the future of policing at a national level.

If you are considering applying, I encourage you to read this pack carefully. We are seeking an exceptional leader with the vision, credibility and drive to lead this agenda and deliver lasting impact.

I look forward to hearing from you.

The Role

Job Title:	Director of PoliceAI
Location:	Homeworking with extensive travel across England and Wales to College and Policing organisations. Out of hours working will be required.
Remuneration:	£174,000 salary, with eligibility for up to 10% in-year delivery awards, linked to the achievement of specific and measurable performance objectives. A full benefits package: What we offer as an employer College of Policing
Contract Type:	Police Secondment/Fixed Term Contract (3 years). Eligibility - We are encouraging a wide range of applications, this role is open to individuals working outside the public sector, current civil servants and serving police officers. Individuals applying on police secondment should be a serving UK Chief Constable or Deputy Chief Constable, or equivalent UK ranks or above, or have recent experience at these levels.
Security Clearance:	Please note that the successful applicant will need to hold or be prepared to apply for SC clearance.
Reporting to:	Chief Executive Officer, Sir Andy Marsh QPM, College of Policing

Job Description

This is a pivotal moment for policing as it responds to increasing demand, evolving threats and rapid technological change. The establishment of the National Centre for AI in Policing marks a significant national investment in transforming how policing harnesses data and technology to deliver its mission. At the formal launch of PoliceAI the Policing Minister Sarah Jones gave this overview - [Policing minister on the launch of PoliceAI](#).

Against this backdrop, the Director of PoliceAI is a senior national leadership role operating at the heart of the policing system. The scope is substantial, spanning multiple aspects of operational policing and requiring sustained engagement with Chief Constables, Police and Crime Commissioners, Mayors, Ministers, industry leaders, academics, civil liberties groups and international partners.

As the accountable head of the Centre, the Director is responsible for delivering its core mission: improving policing outcomes, increasing productivity, strengthening investigative capability and enhancing public confidence through the safe, ethical and evidence-based use of artificial intelligence. The role is directly accountable to the Chief Executive Officer of the College of Policing and to Home Office Ministers, with strong oversight and interest from senior policing leaders.

This is both a strategic and delivery-focused role. The Director will lead the creation and development of a new, high-profile national capability, setting direction, establishing operating models, and building a high-performing organisation from inception through to maturity. This includes overseeing the development and scaling of priority AI-enabled use cases, embedding robust testing and assurance frameworks, and supporting adoption across forces in a way that is practical, sustainable and aligned to operational realities.

The role requires navigating complexity at pace. The Director will operate across the intersection of operational policing, advanced technology, governance, ethics and public accountability, balancing innovation with assurance, and ambition with the need to maintain public trust. The ability to make confident, evidence-informed decisions in uncertain and high-profile environments will be critical.

As a member of the senior leadership community, the Director will play a key role in shaping the College's broader agenda, working collaboratively with Executive colleagues and governance structures, and ensuring alignment with wider policing reform and government priorities. The role demands strong corporate leadership, effective delegation and the ability to build and lead multidisciplinary teams.

The Director will also engage with complex and high-profile issues, including those arising from reviews, inquiries and emerging risks associated with new technologies. This will involve translating learning into clear standards, guidance and assurance approaches that drive improvement and build confidence across policing and with the public.

Success in this role will require an exceptional leader with strong credibility, sound judgement and strategic vision. You will bring intellectual curiosity, a clear commitment to public service, and the ability to communicate complex issues with clarity and authority to both specialist and non-specialist audiences.

This is a demanding but unique opportunity to shape the future of AI in policing, providing clear national leadership while ensuring the highest standards of ethics, accountability and operational effectiveness.

Responsibilities

Duties and Responsibilities include:

National Leadership, Strategy & Vision

- Set the overall strategic direction for the Centre, ensuring the organisation's mission, portfolio and operating model deliver measurable improvements in policing outcomes and public safety.
- Lead the implementation of a national vision for AI in policing, ensuring alignment with ministerial priorities, NPCC strategy, public expectations and legal/ethical obligations.
- Act as the principal national spokesperson and advocate for responsible AI in policing.

Building a World-Leading AI Capability for Global Policing

- Provide the strategic vision and leadership to establish the Centre as a world-leading centre of excellence within the policing community, recognised globally for cutting-edge AI research, technical assurance and responsible innovation in policing.
- Enable to DD AI Lab to deliver the long-term scientific and organisational development of the Centre, ensuring it becomes a globally respected facility that attracts top-tier researchers, engineers, fellows and innovators from UK and international institutions.
- Promote UK policing's leadership on responsible and ethical AI across international fora, contributing to global AI governance, safety standards and law enforcement best practice.
- Position the Centre as a trusted international partner, enabling the UK to shape global debates on AI, security, risk and public trust.

Accountability to Ministers, Policing and the Public

- Serve as the senior responsible officer for the spend of the Centre's budget via a S57 Home Office Grant process, ensuring transparency, robust governance, value for money and effective risk stewardship across all Centre operations.
- Provide regular, authoritative briefings to Home Office ministers, the College of Policing CEO, Chief Scientific Advisers, senior civil servants, Select Committees and external scrutiny bodies.
- Build and maintain the confidence of Chief Constables, PCCs, public sector governance boards and oversight groups.

System Leadership Across Policing & Government

- Provide senior strategic leadership with Chief Constables, Director Generals, and Chief Executives across forces, NPCC, PDS, College of Policing, Home Office, DSIT, and regulatory partners, ensuring unified direction.
- Build and maintain productive relationships with senior executives across the technology community to ensure policing is receiving maximum value from its AI infrastructure investments.
- Shape cross-government and cross-policing policy on AI, ensuring policing has a senior and credible voice with policy makers and legislators focussed on AI regulation.
- Engage constructively with civil liberties and community organisations to build and maintain legitimacy, transparency and public trust, and ensure PoliceAI is a key contributor to sustained police reform.

Ethical Stewardship, Public Trust & Societal Legitimacy

- Champion responsible AI principles across the policing system, ensuring AI adoption respects legal rights, minimises harm, and maintains professional accountability.
- Lead national engagement with heads of civil liberties groups, influential community representatives and chairs of ethics bodies to build legitimacy around AI-enabled policing.
- Ensure transparency through proactive communication, including oversight of the public-facing AI registry and public reporting.

Delivery, Performance & Impact

- Hold ultimate accountability for PoliceAI's delivery performance, ensuring that the portfolio delivers clear, measurable improvements in policing productivity, effectiveness, efficiency, fairness, and can demonstrate contribution to improvements in delivery of the criminal justice system.
- Maintain oversight of national AI deployments, ensuring operational safety, ethical compliance, cyber assurance and long-term sustainability.
- Ensure PoliceAI evolves continuously in response to emerging science, operational need, public expectations and regulatory change.

External Influence & International Standing

- Position policing as a global leader in the responsible use of AI by representing the UK internationally with foreign senior leaders and dignitaries, and through fostering partnerships with leading global research institutions, standards bodies and policing organisations.
- Promote the UK as a trusted, evidence-based reference model for AI in public safety and law enforcement.

Driving Innovative Commercial Models to Maximise Public Value

- Lead the development of a strategic commercial vision for PoliceAI, establishing innovative commercial frameworks that maximise the value of intellectual property, research output and technical assets for policing.
- Develop commercial partnerships that enable forces to access high-quality AI capabilities at scale and cost-effectively, while ensuring long-term sustainability and fair value exchange.
- Negotiate with technology providers, research partners and private-sector organisations to secure strong commercial terms that protect policing's interests and enable reinvestment into national capability.
- Ensure commercial models reflect public-sector values, legal obligations and ethical expectations, while still enabling cutting-edge innovation and financial resilience.
- Work closely with the COO and Direction & Coordination DDs to steward public money effectively, diversify investment sources and unlock opportunities for matched funding, strategic co-investment and collaborative R&D.

Person Specification

You will need to demonstrate, through your application, that you bring the professional expertise, breadth of experience and personal qualities required for this role, together with the leadership capability to operate successfully at Director level within the Senior Civil Service and across the policing and political landscape.

Knowledge

- Deep understanding of AI, digital transformation or advanced technology ecosystems, gained through senior roles in policing, government, academia, industry R&D or emerging technology sectors.
- Sophisticated appreciation of ethical, legal, societal and operational implications of AI deployment in public service, including human rights, public trust, regulatory frameworks, and risk governance.
- Strong knowledge of complex system leadership, national governance frameworks, cross-government structures, and multi-agency delivery models.
- Understanding of research environments, scientific innovation, and how to build world-leading labs and academic partnerships.
- Familiarity with commercial innovation and IP management, including licensing, co-development models, partnership ecosystems and investment strategies.
- A strong grasp of public finance, value-for-money principles, business case development, benefits management, and assurance processes.
- Ability to navigate high-stakes political environments, ensuring ministers, senior policing leaders and oversight bodies have confidence in evidence, advice and delivery.

Capabilities & Experience

- **Strategic Vision:** Able to set a bold, compelling long-term direction for AI in policing, balancing innovation, safety and public trust.
- **System Leadership:** Proven ability to lead across complex, multi-agency environments, aligning diverse stakeholders behind a unified national mission.
- **Gravitas & Credibility:** Commands confidence with ministers, Chief Constables, PCCs, regulators, civil liberties groups and international partners.
- **Political & Organisational Acumen:** Skilled in navigating high-stakes political environments with sound judgement, diplomacy and resilience.
- **Transformational Leadership:** Able to build a new national organisation from inception, shaping culture, values, standards and high-performing teams.
- **Ethical Stewardship:** Demonstrates strong integrity and a commitment to responsible AI, human rights, fairness and public legitimacy.
- **Exceptional Communication:** Capable of translating complex technical and ethical issues into clear, authoritative messages for varied audiences.
- **Delivery Excellence:** Track record of leading major programmes or organisations delivering complex outcomes under intense scrutiny.
- **Innovation & Commercial Insight:** Able to identify and shape opportunities for innovation, partnerships and IP-based value creation for policing.
- **Global Outlook:** Confident representing the UK internationally, positioning PoliceAI as a world-leading centre for responsible AI in policing.

Equality, diversity and inclusion

At the College of Policing, we're aiming to create a truly inclusive business, and to play our part in helping change the balance in the industries we are a part of. We are proud of the progress we have made to date, whilst recognising there is work still to do.

But what does a truly inclusive business feel like? It's where you can be yourself, no holding back. Where you can be appreciated for who you really are and recognised for the contributions you make. It is where you are supported to do your best work. It is where your managers care about trying to meet your needs, from the right working condition and tools to the right working patterns. That is the environment we want for everyone.

The recruitment process

How to apply

Applicants should complete the online application form where they are asked to provide a personal statement and a current CV. Applicants should pay particular attention to outlining their interest in the role, relevant experience and how they meet the criteria as defined in the person specification.

Failure to submit both a CV and a personal statement will mean the panel only have limited information on which to assess your application against the criteria.

Closing date for applications is 23rd August 2026

Timeline

Campaign Launch - Friday 10th July

Campaign Close - 23:55 Sunday 23rd August

Longlist - W/C 31 August

Shortlist - W/C 14th September

Panel Interview - Tuesday 22nd September and Tuesday 29th September

Reasonable adjustments

We are committed to equality in the recruitment process. We would like to make your experience as positive and comfortable as possible. We believe that you are the best person to tell us what you need so please let us know of any reasonable adjustments we can make and any barriers that you face in the working environment. If you would prefer to discuss your requirements in more detail, please contact: josh.irving@sandersonplc.com

What to expect

Sanderson Government & Defence, our Executive Search partner will undertake a longlist exercise where they will score CV's and personal statements against the person specification on a 3-point scale.

Sanderson G&D will assess and score your application to select those demonstrating the best fit for the role by considering both the evidence you have provided against the criteria set out in the 'Person specification' selection and the detail within your CV. Failure to address any or all of these may affect your application.

Longlisted candidates will be invited to a preliminary interview which will determine progression to the shortlist. Full information will be provided in advance.

Shortlisted candidates will be asked to take part in a series of assessments which may include psychometric tests and staff engagement assessments. Full details will be provided in advance. These assessments will not result in a pass or fail decision. Rather, they are designed to highlight areas for the panel to explore and support and inform the panel's decision making at interview.

Shortlisted candidates will have the opportunity to speak with a representative of the panel prior to the formal interview to find out more about the opportunity and the organisation. This will not form part of the formal assessment process.

Shortlisted candidates will be asked to attend a panel interview, to have an in-depth discussion of previous experiences and professional competencies in relation to the criteria set out in the 'Person specification'. It is likely that a presentation will also be required at the interview. Full information will be provided to those invited.

If you require a point of contact, then please email josh.irving@sandersonplc.com in the first instance.

Panel

- Sir Andy Marsh QPM – CEO - College of Policing
- Bethan Page Jones – Director – Public Safety Group, Home Office

If panel members alter, those successful at sift will be notified of any changes at this stage.