



EXECUTIVE PROFILE

Senior operational leader with extensive experience across security, organisational resilience, crisis management, strategic risk and major incident leadership in complex, high-risk environments. Progressed through increasingly responsible operational and leadership roles during a 26+ year policing career, coordinating specialist resources, assessing evolving threats and providing clear decision support to senior leaders. Combines calm judgement under pressure with intelligence-led risk assessment, multi-agency collaboration, people leadership and continuous improvement.

- Leads major and critical incidents in complex 24/7 environments.
- Translates intelligence, threat and operational risk into clear senior decision support.
- Coordinates specialist resources and multi-agency partners across competing priorities.
- Protects operational continuity and organisational resilience during disruption.
- Develops people, operational standards and structured learning.

EXECUTIVE SNAPSHOT

|                                     |                                  |                                   |
|-------------------------------------|----------------------------------|-----------------------------------|
| 26+<br>YEARS OPERATIONAL EXPERIENCE | MI<br>MAJOR & CRITICAL INCIDENTS | SR<br>SECURITY & RISK             |
| OR<br>OPERATIONAL RESILIENCE        | CM<br>CRISIS MANAGEMENT          | EDS<br>EXECUTIVE DECISION SUPPORT |

CORE EXPERTISE

|                            |                            |                            |                        |
|----------------------------|----------------------------|----------------------------|------------------------|
| Security Leadership        | Operational Resilience     | Crisis Management          | Business Continuity    |
| Executive Decision Support | Strategic Risk Assessment  | Protective Security        | Governance & Assurance |
| Multi-Agency Leadership    | Major & Critical Incidents | Intelligence-led Decisions | People Leadership      |

PROFESSIONAL EXPERIENCE

Temporary Police Inspector

Cleveland Police | 2026 to Present

Lead operational activity across a geographically dispersed 24/7 police service serving approximately 550,000 residents across four districts.

Security, Resilience & Crisis Leadership

Direct multidisciplinary teams of 40+ personnel, lead major and critical incidents and provide senior decision support on threat, risk, continuity, preparedness and recovery.

- Lead major and critical incidents across multiple districts, coordinating specialist resources and multi-agency responses to protect people, services and operational continuity.
- Assess intelligence and emerging threats, conducting dynamic risk assessments to support proportionate operational and strategic decisions.
- Deliver clear briefings and decision support to senior leaders, translating operational intelligence into priorities and proportionate action.
- Lead people, performance and operational standards while embedding debriefing, lessons learned and continuous improvement.

Nationally Accredited Force Incident Manager (FIM)

Cleveland Police | 2024 to Present

SECURITY, RESILIENCE & CRISIS LEADERSHIP

Major & Critical Incident Management, Continuity & Recovery

Provide nationally accredited critical incident leadership and senior decision support across four districts, leading complex disruption, continuity and structured recovery.

- Lead the management of major and critical incidents, establishing priorities, governance and accountable decision-making during rapidly evolving situations.
- Evaluate intelligence, emerging threats and operational impacts to inform risk assessment, continuity priorities and recovery requirements.
- Coordinate multi-agency response and preparedness across emergency services, specialist teams and partner organisations.
- Deliver senior briefings that translate complex operational intelligence into clear recommendations and decision support.
- Lead scenario-based exercises, post-incident reviews and lessons learned to strengthen preparedness, resilience and recovery.

Tactical Firearms Commander

Direct specialist armed policing capabilities as part of the Police Inspector appointment, providing protective security leadership for high-risk operations involving significant threats to people and public safety.

- Apply threat-led judgement and accountable leadership in dynamic, high-consequence environments.
- Coordinate specialist resources and provide clear direction where structured risk mitigation and critical decisions are required.
- Maintain disciplined operational governance throughout rapidly evolving incidents.

EARLIER CAREER

Police Sergeant | 24/7 Control Room Supervisor

Cleveland Police | 2021 to 2026

Led 24/7 control-room teams managing emergency and non-emergency demand, resource allocation, operational performance and service continuity.

- Led teams in a high-pressure 24/7 environment, balancing performance, staffing resilience, welfare, development and service quality.
- Assessed and prioritised demand to allocate resources across competing incidents and protect critical service delivery.
- Strengthened operational resilience through workforce planning, performance monitoring, operational standards and continuous improvement.

Earlier Career: Specialist Operations, High-Risk Incidents & Dog Unit

Cleveland Police | 2001 to 2021

Built broad operational experience across frontline response, neighbourhood policing, specialist operations, high-risk incidents, dog handling and public order within complex policing environments.

- Completed structured security and threat assessments and response planning for high-risk incidents, coordinating activity across partner agencies.
- Delivered specialist operational and protective security activity including tracking, searches, containment and detection work.
- Built strong foundations in investigations, intelligence-led decision making, physical security, risk assessment and high-pressure response.

| RECOGNITION & AWARDS                                                                                                                                                                                                                                                                                                                                                | CREDENTIALS & DEVELOPMENT                                                                                                                                                                                                                                                                                           | PROFESSIONAL ALIGNMENT                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Deputy Chief Constable's Commendation for Bravery &amp; Life-Saving Intervention</li><li>Timlin Award for Bravery</li><li>Police Long Service &amp; Good Conduct Medal</li><li>King Charles III Coronation Medal</li><li>Queen Elizabeth II Diamond Jubilee Medal</li><li>Queen Elizabeth II Platinum Jubilee Medal</li></ul> | <ul style="list-style-type: none"><li>Nationally Accredited Force Incident Manager</li><li>Initial Tactical Firearms Commander / Tactical Firearms Commander</li><li>Tactical Pursuit Commander</li><li>Security Cleared (SC)</li><li>TRiM Practitioner</li><li>Public Order Trained / Public Order Medic</li></ul> | <ul style="list-style-type: none"><li>Member, Institute of Strategic Risk Management (M.ISRM)</li><li>MSyI - Application in Progress</li><li>Security Cleared (SC)</li><li>ISO 22301 - Awareness</li><li>ISO 31000 - Awareness</li></ul> |
| TECHNICAL SKILLS                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                          |
| <ul style="list-style-type: none"><li>Microsoft 365</li><li>Power BI</li><li>Operational Reporting &amp; Dashboards</li></ul>                                                                                                                                                                                                                                       | <ul style="list-style-type: none"><li>Intelligence Management Systems</li><li>Incident &amp; Command Platforms</li><li>Case Management Systems</li></ul>                                                                                                                                                            | <ul style="list-style-type: none"><li>Operational Databases</li><li>Risk Assessment &amp; Decision Support Systems</li></ul>                                                                                                             |