

# Managing resources

Managing resources is one of the core skills in the policing professional profiles.

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Managing resources is about understanding the relevant operational, people, financial and data resource considerations. It involves using these to make confident and timely decisions to enhance team, departmental and/or organisational performance.

## Level 1 – managing resources

- I identify and communicate quickly any difficulties to ensure optimal use of resources.
- I use resources professionally and comply with financial rules and procedures.
- I use resources economically and apply knowledge of how my decisions and actions affects costs.
- I am able to explain the priorities of my force's delivery plan and how my actions and team's activities contribute to the organisation's priorities.

## Level 2 – managing resources

- I use the organisation's financial systems appropriately.
- I manage and monitor budgets in line with team and departmental plans.
- I monitor the distribution of resources in line with operational needs and services.
- I arrange schedules and manage resources to ensure the required standard and quality of performance is consistently achieved.
- I manage and strengthen resources to deliver a high quality, efficient service and for the best possible outcomes.

## Level 3 – managing resources

- I contribute to resource planning and manage financial budgets.
- I plan, allocate, and review the best mix of resources necessary to meet operational needs of the team and/or department.
- I apply financial awareness to make risk-based decisions that deliver effective outcomes within the resources allocated.

- I examine complex events and determine the evidence needed to make confident and timely decisions to resource these appropriately.
- I analyse and evaluate information from different sources to plan and prepare for situations which affect others.

## Level 4 – managing resources

- I use financial analysis to generate, evaluate, and act on strategic options.
- I monitor activities and secure sufficient resources to ensure appropriate actions are taken to achieve force and partnership objectives.
- I manage the operational unit/department's resources within budgetary limits and against agreed plans and reporting timescales.
- I share ideas and knowledge openly and responsively with peers and teams, making resources available in line with the priorities of the department and/or organisation.
- I lead commercial arrangements and partnerships, making sure performance meets expectations and delivers value for money.

## Level 5 – managing resources

- I manage wide-ranging financial, people, and material resources, balancing complex and competing demands on finite resources by making measured, risk-based decisions within available budgets.
- I lead multiple projects ensuring strategic or operational aims are achieved and avoid unnecessary duplication or waste of resources.
- I take a proactive approach to strategic risk management, and ensure effective policies and plans are in place concerning commercial partnerships and agreements.
- I role model strong leadership and accountability with regard to the organisation's procurement procedures for the identification of strategic suppliers.
- I lead the development of a commercially aware mindset and approach in the force.

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