



Purpose: Report to the Police and Crime Panel

Title: Dyfed-Powys Police Chief Constable Appointment Process

Executive Summary:

In accordance with Section 38 of the Police Reform and Social Responsibility Act 2011, a thorough appointment process has been undertaken to appoint the next Chief Constable for Dyfed-Powys Police. In support of the confirmation process as detailed in Schedule 8 of the Act, Members are asked to consider the report of the Appointments Panel Independent Member Naomi Alleyne on the process undertaken, along with my report in relation to my appointment decision. I present Mr Ifan Charles, currently Temporary Chief Constable of Dyfed-Powys Police, as the preferred candidate for the substantive position of Chief Constable for the Force. This decision is supported by my Appointments Panel, who in adhering to the principles of merit, fairness and openness, robustly challenged and tested candidates to establish whether they met the necessary requirements to perform the role.

Recommendation:

That Members of the Police and Crime Panel, upon consideration of the information presented to them, confirm Mr Ifan Charles as the Chief Constable of Dyfed-Powys Police.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life.

The above request has my approval.

Signature:

Date: 29th September 2025

Appointment of Chief Constable **Dyfed-Powys Police**

1. Purpose of Report

The purpose of this report is to notify Members of the Police and Crime Panel of my preferred candidate for the position of Chief Constable for Dyfed-Powys Police. In doing so, I will provide the rationale for the decision made and why I believe Ifan Charles is suitable for the role.

2. Background

Following an extensive consultation exercise, a Candidate Information Pack (Appendix A) was developed which outlines the criteria and context for the Chief Constable appointment. In summary, I set out looking for:

- A committed, experienced and authentic leader who has the highest level of integrity;
- An innovative strategic thinker, who is dynamic and committed to the organisation, and working in partnership to deliver results for local communities;
- A leader who fosters a culture of excellence and accountability; and
- A Chief Constable who identifies and recognises the principal purpose of policing; which is about service to all – inside and outside of the organisation.

The opportunity was advertised from 25th July to 29th August 2025 on the following websites:

- Police and Crime Commissioner for Dyfed Powys
- Dyfed Powys Police
- National Police Chief's Council
- The College of Policing
- [AllPoliceJobs.co.uk](https://www.allpolicejobs.co.uk).

In addition, I wrote to all Police and Crime Commissioners and Chief Constables in England and Wales asking them to draw the opportunity to the attention of qualified individuals. A press release was also issued providing an update on the next phase of the recruitment campaign, ensuring that the vacancy was widely advertised.

In line with the College of Policing guidance, I was supported throughout the process by a diverse and experienced Appointments Panel, namely:

- Mike Connelly, Deputy Director Community Safety Division, Welsh Government
- Iwan Thomas, Chief Executive, Planned
- Wendy Walters, Chief Executive, Carmarthenshire County Council
- Sir Andy Marsh, Chief Executive of the College of Policing (Policing Adviser)
- Naomi Alleyne, Deputy Chief Executive, Welsh Local Government Association (Independent Member)

Carys Morgans, as my Chief Executive and Monitoring Officer oversaw all elements of the appointments process to ensure that the principles of merit, openness and fairness were adhered to throughout proceedings.

Five applications were received and shortlisted by the Appointments Panel. All demonstrated their competence and values as they went through the assessment process. This included four elements:

- Internal Stakeholder Panel – Although unmarked, the feedback received informed the focus of questions at interview.
- External Stakeholder Panel – Although unmarked, the feedback received informed the focus of questions at interview.
- Presentation – Unseen exercise to test strategic awareness, focus and innovation. Candidates were given 30 minutes to prepare their delivery of a 15 minute presentation.
- Interview – This included a series of questions based on the role profile and Competencies and Values Framework, details of which can be found in Appendix A – Candidate Information Pack.

Prior to the interviews, candidates were given the opportunity to familiarise themselves with the organisation and were given an opportunity to meet with a cross section of the organisation in line with their requests.

It was ensured that each element of the Competency and Values Framework was appropriately covered during the process. Further information on each element of the process is available in the Independent Member's report and detailed in Appendix C.

The Preferred Candidate: The candidate who scored the highest mark in both the presentation and interview session was Ifan Charles, current Temporary Chief Constable of Dyfed-Powys Police. Accordingly, I formally propose to the Police and Crime Panel that Ifan Charles be appointed.

3. Preferred Candidate

Ifan joined Dyfed-Powys in 2004 and has 20 years of policing experience.

Originally from Carmarthenshire, Ifan has undertaken a variety of roles within Criminal Investigations Department (CID) and Uniform Policing, leading incidents as a Firearms Commander and Senior Investigating Officer (SIO) for serious crime.

He has served in every rank at Dyfed-Powys Police and has been the Basic Command Unit Commander in both Carmarthenshire and Powys. Ifan has also been the head of CID, with overall responsibility for the Force's response to Crime, Protecting Vulnerable People, Forensic Services, Operations and Intelligence.

He is a Programme Manager and understands the importance of this approach in leading change. He has been the Senior Responsible Officer for a number of key projects, including the implementation of Niche as a new Record Management system for the Force. He has also been responsible for the development of the

Strategic Delivery Plan, 'Our Culture Pledge', which sets out a set of shared principles, priorities and governance thereby providing clarity on the Force's approach up to 2029 for the workforce and public.

Ifan successfully completed the Senior Police National Assessment Centre and Strategic Command Course in 2022, followed by undertaking the role of Assistant Chief Constable and Deputy Chief Constable. Being a Police Officer in Dyfed-Powys is important to Ifan as it enables an understanding of Dyfed-Powys and the delivery of policing locally. Being raised in the Dyfed-Powys area and a Welsh speaker means that he is connected to the culture, landscape and people caring deeply about providing the best possible service to victims and supporting the workforce to achieve this.

Ifan's performance throughout the selection process was authentic, credible and confident. Strategic awareness, focus and innovation was demonstrated during the presentation to the Appointments Panel, where he addressed the question "In your opinion, what are the priorities for policing in the next 5-10 years and consider the potential impact for Dyfed-Powys as a rural force? What will you put in place to prepare and future proof the organisation?". His response was well considered, structured and thorough. Throughout the process, Ifan demonstrated clarity of vision, operational competence and a desire to work in partnership to deliver a high quality of service for the benefit of local communities, whilst showing genuine consideration of the workforce wellbeing.

Ifan's performance engendered the confidence of every member on the Appointments Panel, with his honest reflections and authenticity clearly evidencing that the future of Dyfed-Powys Police would be in safe hands under his leadership. I am unanimously supported by the Appointments Panel in presenting Ifan Charles as the next Chief Constable for Dyfed-Powys Police.

4. Legal issues

The legal aspects of the post of Chief Constable are outlined in the Executive Summary of this report.

Ifan is currently in the process of renewing his vetting locally to Management Vetting level. This should be in place by the time of the Police and Crime Panel confirmation hearing. He has also held Developed Vetting Status since November 2024 and is valid until November 2031.

5. Financial Implications/Assessment of Value for Money

The position of Chief Constable for Dyfed-Powys attracts a remuneration of £181,575.

6. Risk analysis

Failure to appoint the preferred candidate would result in the loss of an excellent quality candidate and result in a period of instability for the force, as well as a potential loss of public confidence.

7. Equality Considerations

In order to support the use of the Welsh language, the ability of the candidate to speak Welsh was listed as a desirable requirement within the Terms and Conditions of Appointment. The advert for the post was published in both Welsh and English and the application form and information pack were also available in both languages.

In carrying out this role, the Chief Constable will need to have due regard to the provisions of the Equality Act 2010 and, in particular, to the general equality duty, the broad purpose of which is to integrate consideration of equality and good relations into day-to-day business and for consideration to be given to how public bodies can positively contribute to the advancement of equality and good community relations.

8. Appendices

Appendix A - Candidate Information Pack for the post of Chief Constable – Dyfed-Powys Police



2025 Chief Constable
Recruitment Informat

Appendix B – Chief Constable advert



Chief Constable Job
Ad Final Cymraeg.pdf



Chief Constable Job
Ad Final.pdf

Appendix C – Assessment documentation, including assessment criteria



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Appendix D – Independent Member's report



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9. Background / Supporting papers

'Guidance for Appointing Chief Officers', College of Policing (2024)



Guidance-for-appointing-chief-officers_

10. Contact details

Author: Carys Morgans

Email: carys.morgans@dyfed-powys.police.uk