

# Associate Inspector – Fee Paid

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## Job Info

Job Identification	1719
Job Schedule	Remote
Location	United Kingdom
Minimum Annual Salary	See Advert Details.
Maximum Annual Salary	See Advert Details.
Working Pattern	Part Time
Positions	8
Apply Before	13 <sup>th</sup> August 2025 (23:59)

**Please note this post will be a 47 month fee paid fixed term contract and the working pattern will be dependent upon the work that is allocated to the post holder. Hours will be assigned on an ad hoc basis.**

## Job Description

Are you an analytical thinker who is able to assimilate information quickly, thoroughly and accurately, drawing together findings and contributing to reports?

HM Inspectorate of Constabulary in Scotland (HMICS) is seeking applications from experienced professionals to fill a number of vacancies for the role of Associate Inspector. HMICS operates independently of Police Scotland, the SPA and the Scottish Government. Our role is to inquire into the state, efficiency and effectiveness of the Police Service of Scotland (Police Scotland) and the Scottish Police Authority (SPA), as set out in the Police and Fire Reform (Scotland) Act 2012. We also have a statutory duty to ensure that the Chief Constable and the SPA meet their obligations in terms of best value and continuous improvement.

Within HMICS, Associate Inspectors form part of a skilled cadre whose knowledge and expertise from working across various different organisations is invaluable to the scrutiny of policing. You must be able to demonstrate a sound knowledge and understanding of current issues facing Police Scotland and the Scottish Police

Authority, with the ability to deliver high quality and relevant input and results. You should have experience in planning, prioritising and managing heavy workloads with minimal supervision.

## **Responsibilities**

- Support ongoing assurance work in terms of the inspection of functions within Police Scotland.
- Assist in planning the assurance work, including document requests and reviews and developing key lines of enquiry.
- Advise on the use of the inspection framework, revising and adapting inspection tools.
- Carry out fieldwork, including interviews with key staff and observation of meetings.
- Analyse and contribute to evolving key findings.
- Record and write up findings in line with inspection methodology.
- Contribute to the production of briefings, reports and draft recommendations.
- Participate in follow-up or improvement support work as required.

## **Success Profile**

Success profiles are specific to each job and they include the mix of skills, experience and behaviours candidates will be assessed on.

### **Experience:**

- Ability to demonstrate broad public sector experience and a breadth of knowledge of specialist crime procedures preferably including covert crime in policing or across other agencies.
- Experience of reviewing police practice, policy and understanding how as an organisation policing protects the public.
- Experience of communicating and negotiating to ensure that the scrutiny process influences improvement.
- Technical knowledge and understanding of inspection processes and framework and how this is applied across various scrutiny bodies.

### **Behaviours:**

- Changing and Improving - Level 4
- Communicating and Influencing – Level 4
- Working Together - Level 4
- Delivering at Pace - Level 4
- Seeing the Bigger Picture - Level 4

You can find out more about Success Profiles Behaviours, here: [Behaviour levels - Success profiles: candidate guide - gov.scot](#)

## How to apply

Apply online, providing a CV and Supporting Statement (of no more than 1500 words) which provides evidence of how you meet the skills, experience and behaviours listed in the Success Profile above.

If invited for further assessment, this will consist of an interview and presentation.

Assessments are scheduled for w/c 15/09/25 however this may be subject to change.

## About us

In March this year, we published our Scrutiny Plan setting out how we will meet our statutory duties and describing scrutiny priorities for 2025-2028. Our approach is to support Police Scotland and the SPA to deliver services that are high quality, continually improving, effective and responsive to local needs. HMICS often works with other inspectorates and agencies across the public sector to share expertise or jointly examine areas where Police Scotland works in partnership with others and contributes to shared outcomes. As a values-led organisation, we conduct our scrutiny activity in a way that is independent, accountable, proportionate, transparent and user-focused.

You will participate in a range of inspections as set out in our Scrutiny Plan and contribute to key findings, final published reports and recommendations for the improvement of policing across Scotland. Associates Inspectors may be involved in single agency thematic or assurance work or work alongside other scrutiny bodies. Experience of conducting high quality professional reviews and inspections in the public service arena and presenting measured, objective and authoritative findings is essential.

We offer a supportive and inclusive working environment along with a wide range of employee benefits. Find out more about [what we offer](#).

As part of the UK Civil Service, we uphold the [Civil Service Nationality Rules](#).

## Working Pattern

Please note this post will be a 47 month fee paid fixed term contract and the working pattern will be dependent upon the work that is allocated to the post holder. Hours will be assigned on an ad hoc basis.

## Starting Salary

Hourly/daily rates are fixed in accordance with SG salaries and are reviewed annually. The current rates are as follows:

- Daily £286.44
- Hourly £40.92

## Equality Statement

We are committed to equality and inclusion and we aim to recruit a diverse workforce that reflects the population of our nation.

Find out more about our commitment to [diversity](#) and how we offer and support [recruitment adjustments](#) for anyone who needs them.

## Further information

Find out more about our organisation, what we offer staff members and how to apply on our [Careers Website](#).

Read our [Candidate Guide](#) for further information on our recruitment and application processes.

The team is based at St Andrews House in Edinburgh, however the role of associate inspector is home-based. Travel throughout Scotland and/or the wider UK may be required as part of the scrutiny process and attendance at St Andrews House is required on an ad hoc basis.

There is an expectation that you will be vetted or able to achieve a suitable standard of vetting to allow exposure to sensitive police material.

**Apply before (13<sup>th</sup> August 2025 at 23:59)**

Contact Name  
Contact e-Mail

Centralised Inbox  
[hmic@hmic.gov.scot](mailto:hmic@hmic.gov.scot)

Apply now