



East House  
Wootton Hall  
Northampton  
NN4 0JQ

15 August 2018

By Email

Dear Colleague

As you may be aware our new Chief Constable has now taken up his role with Northamptonshire Police. His first week in post has been busy and has shown how he will bring fresh energy and perspective to the role.

Choosing a new Chief Constable is a complex undertaking and is one of the most important decisions a Police and Crime Commissioner can take. With this in mind, it was important that we had a robust and challenging recruitment process to ensure we are able to select the best individual from a strong field of candidates.

Following careful consideration, it was clear to me that Nick Adderley met the considerable requirements for the role of Chief Constable for Northamptonshire Police. The feedback we received following the recruitment process consistently showed that Nick is a strong leader with a clear approach.

Nick is able to draw on the skills and experiences he has acquired throughout his career on the front line. Following over 10 years in the Royal Navy, Nick joined Cheshire Constabulary in 1992 and spent 18 years with the force where he rose to the rank of Superintendent. He transferred to Greater Manchester Police where he was posted to the South Manchester Division. During his time there he led and developed the Criminal Justice and Partnership Teams as well as taking on the professional lead for the Special Constabulary across Greater Manchester.

He was promoted to Chief Superintendent in August 2011 and took on command of Tameside Division and its 700 officers and staff. In September 2013 he became the Territorial Commander of North Manchester Division, the largest within Greater Manchester, having over 1000 staff. The division includes the City Centre of Manchester and some of the most demanding areas of the force. The challenges of this division include significant gun and gang crime, high levels of serious sexual assault as well as violent crime and child sexual exploitation.

Northamptonshire Police and Crime Commissioner

Wootton Hall, Northampton, NN4 0JQ

[www.northantspcc.org.uk](http://www.northantspcc.org.uk)



In March 2015, Nick completed the Strategic Command Course, the executive course designed to prepare candidates for the role of a Chief Officer within the police service. As the Assistant Chief Constable for Staffordshire Police, Nick had responsibility for, all uniformed Local Policing Teams within Staffordshire and Stoke-on-Trent, the Force Control Room, the Prevent strand of Vulnerability, Volunteers, Diversity and the Civil Contingencies Unit. In addition to this, he was also NPCC Lead for Motorcycles and the National lead for disclosure and safeguarding.

Nick has shown that he is a people person and actively engages with officers, staff and partners to deliver positive outcomes. In addition; his references independently concur with the findings of the selection process in that he is an outstanding leader who won the trust and support of those he supervised. Colleagues also praised his drive, passion and motivation, which inspired others to want to work both with and for him, to deliver a great service. His positive impact was also praised with many members of staff of all ranks and grades and from strategic partners who commented about the positive difference he was making.

I am entirely confident that Nick is the right person for the role of Chief Constable in Northamptonshire. We need an individual who will rise to the challenge of delivering on the foundations already built and drive forwards the successful outcomes we need to ensure we improve the overall performance of the police. Nick is that leader we need to be a focal point both within Northamptonshire Police and externally with partners. He is determined to embrace the energy and commitment of officers, staff and partners to work together to deliver a safer Northampton.

I am sure you will join me in welcoming Nick to Northamptonshire and I know that by working closely together, we can make a positive impact on our county as we face some challenging times.

Yours

Stephen Mold  
Police and Crime Commissioner

Northamptonshire Police and Crime Commissioner

Wootton Hall, Northampton, NN4 0JQ

[www.northantspcc.org.uk](http://www.northantspcc.org.uk)