

# Phil Gormley QPM appointed Chief Constable of Police Scotland



Phil Gormley QPM, the Deputy Director General of the UK's National Crime Agency has been appointed by the Scottish Police Authority (SPA) as the next Chief Constable of Police Scotland. He will take up the post on 5 January 2016.

The appointment was made on the recommendation of the SPA and was approved by Scottish Ministers.

Mr Gormley said: "I am delighted to have this opportunity to serve the many communities of Scotland as their Chief Constable. I believe I have the skills, the experience, and the insight required to lead the amazing workforce we have across Police Scotland. I have a 30 year career in policing and law enforcement, the last 13 years as a chief officer leading organisations delivering for the public in a period of profound transformation for policing. Police Scotland is on just such a journey and it will be my job to ensure our service strikes the right balance between local community approaches, and the many challenges we face from organised criminals, cybercrime and extremism. I am very excited and passionate about this unique professional and personal challenge, and I am looking forward to getting to work with my new team."

Announcing the appointment, SPA Chair Andrew Flanagan said: "The SPA has appointed Phil Gormley as the next Chief Constable of Police Scotland, following a rigorous appointment process. From a strong field, I am confident we have found the best candidate to build on the progress that policing in Scotland has made, and to address the issues and challenges

that the service faces.

“He has extensive experience in leading law enforcement organisations with diverse workforces, operating across both rural and urban environments, and with local, national and international reach. That mix fits well with the needs of a single service here in Scotland.

“The new Chief Constable has challenges he will want to quickly address: re-engaging our workforce, tackling budget challenges, and bringing stability to the planning and implementation of organisational change.

“That is however just the start. We set out to find a leader with the vision to energise officers and staff towards innovative new approaches in the prevention of crime, and someone to reach out and build a strong connection between the single service and the local communities it serves. Those are key strengths we have identified in him and that he will bring to the wider police team.”

#### Philip Gormley – Career Fact File

2013 – 2015 Deputy Director General, National Crime Agency (NCA). He was a key part of the leadership team that launched the NCA in 2013 to co-ordinate the UK law enforcement and policing response to serious and organised crime.

2010 – 2013 Chief Constable, Norfolk Constabulary. As Chief Constable of Norfolk he led a ground-breaking collaboration with the neighbouring Suffolk force, creating integrated directorates that served and supported the needs of both constabularies.

2007 – 2010 Deputy Chief Constable, West Midlands Police – Responsible for day to day performance, deployment and delivery of policing service of 14,000 officers and staff across seven local authority areas.

2003 – 2007 Commander, Metropolitan Police Service – Initially responsible for firearms and aviation security, then for special branch and counter terrorism.

Mr Gormley began his policing career in Thames Valley Police in 1985, working in uniform and detective roles up to the rank of Superintendent. He was awarded the Queen's Police Medal in 2012.