

Chief Constable announces two senior appointments to join Police Scotland



Chief Constable Phil Gormley has announced two senior appointments to join Police Scotland.

James Gray has been confirmed as Chief Financial Officer and Jude Helliker as Director of People and Development.

James Gray has been Police Scotland's Interim Chief Financial Officer on secondment from PriceWaterhouseCoopers for the last 10 months. He is a CIPFA qualified accountant and a government and public sector specialist.

He has worked in PriceWaterhouseCoopers' public sector practice for more than 10 years. He also spent three years at Shetland Islands Council as Chief Financial Officer.

Jude Helliker has been appointed as Police Scotland's Director of People and Development. She joins from the Police Service of Northern Ireland (PSNI) where she is currently Head of Human Resources.

She has held HR positions with Warwickshire and Thames Valley Police Services as well as being Director of People and Performance at the National Museums Northern Ireland. She is an experienced and strategic workforce leader with a track record leading and supporting a large workforce through key transformational change programmes.

Welcoming both to the team, Mr Gormley said: "I am delighted to announce these senior appointments. Both James and Jude are highly respected and experienced professionals with a unique understanding of the challenges facing policing.

“They each bring a wealth of experience to their respective roles and their knowledge and skills will be invaluable as Police Scotland seeks to implement the Policing 2026 strategy and transform policing over the coming years.”

Both posts report into Deputy Chief Officer David Page with James Gray having an additional reporting line into the SPA’s Chief Executive Officer as the Accountable Officer for police finance.

The formal start date for both appointments have yet to be finalised.