



Bernard Galopin

A strong, ethical and value driven senior leader with 30 years' experience in policing across a wide range of operational and strategic settings. With strong evidence of delivering against organisational and ministerial priorities within multi-agency and collaborative environments. An innovative and inspirational leader with strong business acumen and a proven record of delivering success.

Contact

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Address
Kent

Voluntary

Case Worker for Inside Justice

Trustee for Imago Dei
*a charity that supports women
in prison and upon their release*

Education

2015 (Sabbatical)
PhD Crime Science
University College London

2010
MPA
University of Portsmouth

2008
MA Criminology
University of Kent

1992
BA (Hons) 2.1
Accounting and Finance
University of Glamorgan

Experience

○ **Jan 2024 to date**
Bernie's Management Consultancy Ltd
Director and CEO

Provision of leadership and management development for all organisations across all sectors.
Coaching and mentoring individuals from all backgrounds and abilities.
Consultancy on policing practices, procedures, crime, investigations, TV and radio.
Consultancy on prisons relating to risk management, security and combatting drugs.

○ **1994 - 2024**
Metropolitan Police Service
Detective Superintendent

I served the communities of London as a police officer for nearly 30 years, in various operational and strategic roles, reaching the rank of Detective Superintendent.

○ **Specialist Areas**

Investigation: I am an accredited Senior Investigating Officer (SIO) and can conduct peer reviews, critique, advise and support historic, ongoing and future criminal and civil investigations.

Relationship Management: Building and maintaining key collaborative relationships and stakeholder management at all levels of operational delivery and strategic functions.

Intelligence: I previously held operational and strategic roles in Intelligence Management and I have worked in partnership with key intelligence partners. I am DV vetted.

Risk Management: I have a wealth of risk management experience, whether project or operationally based. I also specialise in mitigating organisational reputational risk.

○ **Recent Experience**

I was seconded to HMPPS as a Crime Consultant in my last two years. I advised strategic leaders on Investigations, Intelligence and Risk Management. I developed and delivered workshops aimed at upskilling management in the delivery of Security Services and in combatting drugs within prisons. I was Agency Lead for County Lines (Drugs), developed the Agency Strategy in consultation with the Home Office and implemented the Agency response.

I was the national lead for Live Facial Recognition (LFR). I developed the concept with extensive consultation into a legal and viable tactical policing option for reducing crime and apprehending offenders. I built and managed key strategic partnerships and reported to ministerial bodies and MPS Management Board on delivery and risk. Many police forces adopted LFR as a key tactic in achieving policing objectives.



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Professional

- Fellow of the Institute of Leadership
- Fellow of the Chartered Management Institute
- Fellow of the Institute of Accountants and Bookkeepers
- Accreditation with the Chartered Institute of Management Accountants
- Accreditation with the European Mentoring & Coaching Council

Experience

Recent Experience

As an SIO I led many reactive, proactive and covert major crime investigations involved in Under-Cover Policing, Public Inquiries, Homicide, Serious and Organised Crime, Serious Misconduct Reviews, Miscarriage of Justice Reviews and Specialist Investigations.

I held senior leadership roles in Local Policing. I led the Criminal Investigation Departments (CID) in two separate London districts. In addition, at one of the BOCUs, I also retained the lead for Partnership, Emergency Response and Public Protection. I led many Critical and Major incidents with responsibility for a compliment of 1000 officers and staff.

I participated in and led various corporate leadership development programmes and acted as a Coach and Mentor to many officers and civilian staff. I took personal responsibility for developing all staff under my responsibility and specialised in developing new Detectives.

I was the MPS Communications Data Manager, linking in with other police forces and the Home Office in the use of 'Comms Data' to advance intelligence and aid investigations. I was also an accredited Authorising Officer for force-wide and national proactive operations and SIO in the investigation of serious misconduct allegations.

I wrote the MPS Counterterrorism Business Plan and established a leadership performance framework across Specialist Operations Commands. Within this command I qualified as a Strategic Firearms Commander.

Business Functions: Due to my business background, I led functions which involved Project Management (I was the Strategic Reports Manager for the National Olympic Policing Team 2012) and Finance (I oversaw an MPS budget of £8m for tasked corporate assets across London to combat serious crime patterns).

Broader Policing Experience

Throughout my career I have worked in many leadership and investigation roles, in the following areas:

Emergency Response, Custody, Fraud and Financial Crime, Community Safety, Domestic Abuse, Public Protection, Hate Crime, Sexual Offences, Serious Acquisitive Crime, Drugs, Serious and Organised Crime, Major Crime, Firearms, Homicide, Specialist Investigations and Safeguarding.

1986 - 1994

Career prior to Policing

Accountancy

Public Practice: Producing Year-End accounts, auditing and computing tax computations for Sole Traders, Partnerships and Limited Companies. Performing Company Secretarial duties.

Industry: Producing budgets and management accounts, Internal Auditing, Purchase and Sales Ledgers, Payroll, Cash Books and bank reconciliations, Consolidated Accounts.