

Matthew Price

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Security Clearance: Current holder of UK National Security Vetting at Security Check (SC) level

Profile

Strategic operational leader with 20+ years’ experience delivering large-scale transformation, organisational learning and operational insight programmes across complex UK policing environments. Proven track record leading behavioural and technology change across workforces exceeding 46,000 personnel, with influence extending into national policing strategy and responsible AI implementation. Combines frontline operational leadership with expertise in analytics, governance, behavioural science and emerging technology. Skilled at translating complex operational challenges into scalable, user-focused solutions that strengthen decision-making, resilience and organisational performance within high-risk and politically sensitive environments.

Core Skills

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| • Operational Strategy & Transformation | • Critical & Complex Problem Solving | • High-Pressure Decision-Making |
| • Organisational Learning Management | • Strategic & Operational Leadership | • Data & Information Management |
| • Data-Driven Decision Support | • Workflow & Process Transformation | • Executive Briefings & Senior Advisory |
| • Operational Insight & Analytics | • User Adoption & Training Delivery | • Change Implementation |
| • Strategic Stakeholder Engagement | • Operational Risk & Resilience | • Capability Development |
| • Government & Public Sector Advisory | • Behavioural Science Application | • Crisis & Incident Management |
| • Technology & AI Governance | • Strategic Research & Evidence Analysis | • Ethical Technology Deployment |

Key Achievements

- Recovered a stalled enterprise programme and designed a governed Power Platform system for a 46,000+ workforce, working with forward deployed engineers before leading implementation.
- Enabled removal of 20 monthly leadership meetings, releasing 4,320 staff-hours on an annualised basis and improving operational planning and workforce allocation.
- Helped a department sustain and evidence improvement, enabling its exit from enhanced external scrutiny. The responsible senior leader credits my work as a key contributor.
- Personally developed the enterprise system training package, trained 400+ users and established train-the-trainer delivery to sustain rollout and qualified staffing independently.
- Adapted the system for a specialist national organisation, taking it from proof of concept to full adoption.
- Advised Axon on responsible AI and generative AI governance, mitigating risks to minority communities, strengthening suitability for UK and European markets and supporting public trust.
- More than doubled pass rates across specialist national training pathways through evidence-based learning and tailored support.
- Analysed fragmented operational data to influence national recruitment policy and protect access for underrepresented groups.

Career Experience

Corporate OL Strategy Development and Implementation Lead (Deployment Strategy) Metropolitan Police | 2023 – Present

Leads the development and implementation of enterprise-wide organisational learning and operational insight strategy & PowerPlatform (via data transformation) across one of the UK’s most complex public-sector operational environments.

- Directs enterprise-wide organisational learning strategy across operational, leadership and specialist policing functions within the Metropolitan Police Service.
- Designs scalable data governance and knowledge management frameworks that systematise organisational learning, operational insight and corporate memory.
- Integrates emerging analytics capabilities and next-generation technologies into operational learning and decision-support workflows.
- Aligns fragmented operational data streams into structured intelligence products that support strategic planning and ops resilience.
- Partners with senior leaders, operational stakeholders and teams to identify systemic risks, workflow and capability gaps.
- Translates complex operational requirements into sustainable processes, data structures and user-focused delivery models.

- Delivers strategic research and evidence-based insight products that inform the management board's long-term organisational planning.
- Develops training frameworks, implementation resources and train-the-trainer programmes that drive adoption across user groups.
- Leads multidisciplinary delivery teams operating across intersecting transformation, governance and operational improvement portfolios.
- Embeds governance and assurance practices that strengthen organisational readiness for external inspection, scrutiny and oversight.

Consultant

Axon Enterprises | 2021 – 2025

Served as a strategic advisor to executive leadership and product teams on responsible technology deployment, operational integration and ethical governance within complex UK policing and public-sector environments.

- Provided operational and ethical advisory input on emerging AI-enabled policing technologies, including generative AI solutions, operational drone capability and governance considerations surrounding evidential data environments.
- Advised senior executives and product leadership on the operational deployment of policing technologies across high-risk environments.
- Shaped product development strategies by translating frontline operational challenges, user behaviours and workflow demands into scalable technology recommendations.
- Evaluated ethical, operational and governance risks associated with emerging technologies, influencing product direction and implementation decisions.
- Influenced the redesign of core product capabilities to mitigate disproportionality risks while preserving operational performance and evidential integrity.
- Partnered with multidisciplinary stakeholders across operational policing, technology and leadership functions to align product outcomes with user needs and organisational priorities.
- Delivered evidence-based recommendations to board-level stakeholders on equality, ethics and responsible technology governance.
- Applied operational insight, behavioural research and analytical problem-solving to support product adoption, stakeholder confidence and long-term deployment credibility.
- Bridged the gap between operational users, strategic leadership and technology teams to support informed decision-making and sustainable implementation approaches.

Specialist Firearms Command (Sergeant)

Metropolitan Police | 2022 – 2023

Lead a nationally critical specialist firearms training function, providing high-risk training delivery, operational capability development and specialist team performance under sustained pressure.

- Directed specialist teams in the delivery of complex national firearms training programmes within high-risk operational environments.
- Managed operational safety, performance standards and decision-making across dynamic training activities involving armed capability deployment scenarios.
- Rebuilt a fragmented specialist instructional team by restructuring responsibilities, increasing accountability and improving collaborative performance.
- Challenged unsupported recruitment assumptions through large-scale analysis of fragmented operational data, directly influencing national capability recruitment policy.
- Consolidated and interpreted decades of legacy and modern performance data to identify operational trends, workforce risks and capability gaps.
- Presented evidence-based recommendations that redirected leadership focus towards instructional development, workforce accessibility and long-term capability improvement.

Specialist Firearms Command (National Firearms Instructor)

Metropolitan Police | 2018 – 2022

- Designed and delivered specialist firearms training programmes for officers operating within high-risk national policing environments.
- Developed alternative training methodologies and support frameworks tailored to officers with differing learning styles and performance barriers.
- Established and implemented a specialist development training capability that more than doubled success rates across core firearms training pathways.
- Applied behavioural science, psychology and operational research to strengthen decision-making, threat assessment and performance.
- Created evidence-based training content that attracted interest from national policing bodies and sections of the Ministry of Defence.
- Translated complex operational requirements into structured learning frameworks that improved capability development, instructional consistency and operational readiness.

Specialist Firearms Command (Operational)

Metropolitan Police | 2009 – 2018

- Delivered specialist armed policing capabilities in support of counter-crime and counter-terrorism operations across London.
- Commanded specialist armed resources during high-risk operational deployments involving dynamic and time-critical decisions.
- Coordinated multi-team operational responses within complex and rapidly evolving threat environments.
- Mentored newly qualified officers entering specialist operational roles, improving capability development and operational confidence.
- Delivered critical incident, major incident and counter-terrorism response training to Sergeants and Inspectors across the Service.
- Applied structured risk assessment, operational leadership and disciplined decision-making in nationally sensitive policing environments.

Emergency Response Patrol Team

Metropolitan Police | 2003 – 2009

Education

MSc Policing

University College London | Completes Sept 2026

Modules including Security & Crime Science; Management Skills for Police Leaders; Risk & Contingency Planning; Models of Policing for Crime Reduction; The Police and the Public; Ethics; Qualitative Research Methods; Designing & Doing Research

Level 4 Certificate in Police First Line Management
Level 3 Award in Education & Training
Coach & Mentor
NEBOSH Certificate in Health and Safety Leadership

College of Policing
Maxam Training
College of Policing
NEBOSH HSE

Professional Development

Selected completed short courses and professional learning

- **DataCamp: AI governance and risk**
AI Governance; AI Ethics; Responsible AI Data Management; AI Security & Risk Management; Understanding the EU AI Act.
- **DataCamp: generative AI and LLMs**
Large Language Models Concepts; Generative AI Concepts; Understanding Prompt Engineering; Understanding ChatGPT.
- **DataCamp: AI agents and adoption**
Introduction to AI Agents; Building Scalable Agentic Systems; Understanding Machine Learning; AI Leadership.
- **DataCamp: data skills**
Introduction to SQL; Intermediate SQL.
- **Anthropic Academy: agentic skills**
Introduction to Agentic Skills.
- **Research methods**
Behavioural Science Methods; Qualitative Research Methods.

Additional Information

Tools & IT: Microsoft Power Platform | Power BI | Power Automate | SharePoint | Cornerstone OnDemand LMS | NVivo | Various AI Platforms
Interests: Family | Camping & Bushcraft | Avid Gym Go’er | DIY | Learning | Audio Books | Rugby