



ROLE PROFILE

Role Title:	Detective Constable – Fraud Team
Department/Unit:	ERSOU - Regional Economic Crime Unit, Fraud Team
Rank/Grade:	Detective Constable
Reporting to:	Detective Sergeant – Fraud Team
Main purpose of the role:	Supporting the Eastern Region in achieving its objectives directing and developing the teams within ERSOU investigating serious, complex fraud and financial criminality. To ensure the efficient and effective investigation of the criminal activities of offenders engaged in fraud and financial crime impacting on forces in the Eastern Region, focusing on the prosecution of offenders and the recovery and confiscation of their criminal conduct. To contribute to achieving the vision, purpose and values of ERSOU Policing.

Key Responsibilities

- To conduct criminal investigations against identified individuals, organised crime groups or crime problems as directed/tasked.
- To manage investigations and act as investigating officer as directed.
- To set up and manage covert and overt investigations as tasked.
- To build effective working relationships with force, regional, international and national partners to ensure best evidence and exploit opportunities to disrupt criminal activity affecting the UK.
- To administer authorities defined under statute (e.g. PACE, RIPA, Warrants, and financial investigations etc.). Where necessary, provide specialist briefing and warnings.
- The Criminal Finance Team has a regional responsibility. Post holders may be expected to work unsociable hours at short notice and travel within the UK and potentially internationally.

These key duties and responsibilities are intended only as a guide to the main responsibilities of the post and are not intended to restrict the scope of the postholder to perform other duties. Additional responsibilities for the postholder may be agreed on an individual basis and recorded as part of the annual performance review role requirement.

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
• None	• None

Psychological Assessment	Not applicable
Return on Investment	Not applicable
Limited Duties	A1

Entry Requirements

Essential Criteria:

- Substantive detective constable
- Authorised police driver.
- Qualified detective constable that has successfully passed the National CID Foundation Course and is PIP (Professionalising the Investigative Process) Level 2 qualified.
- Tier 2 Serious and Complex witness and suspect interview trained.
- Disclosure trained.
- Demonstrate experience in formation of policy files including sensitive investigative policy files and reviewing large and complex operations and dealing with complex disclosure issues.
- Awareness of covert tactics and good understanding and working knowledge of RIPA.



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- Knowledge in the investigation of fraud and money laundering investigations.
- Good understanding of financial investigation, Proceeds of Crime Act and asset recovery.

Desirable Criteria

- Proven track record in covert, serious and complex criminal investigations.
- Tier 3 Advanced witness and suspect interview trained.
- Tier 5 Interview Managers Course.
- Experience in financial investigations
- Trained/accredited as a financial intelligence officer or financial investigator.
- Has successfully completed National Fraud Course.

Any other General Requirements/Scope

- The post holder will be required to travel to different locations across Bedfordshire, Cambridgeshire, Hertfordshire and nationally for meetings/training events.
- The post holder will be required to work from different locations across Bedfordshire, Cambridgeshire, Hertfordshire and nationally.
- The post holder will need to possess a full driving licence.
- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder will be required to work shifts.
- The post holder may be required to work additional hours.
- The post holder will be required to be part of an on-call rota.
- Vetting is required, as advised by the Vetting Unit.
- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.

Obligatory Requirements

- Before commencement of this appointment, this role may be subject to a medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments.
- There is a requirement for the role holder to meet the probationary objectives set.
- The post holder will be expected to assess the competence of their direct reports who are on the National Police Promotion Framework Process.

Personal Qualities (Behavioural Competencies)

We are emotionally aware

I treat others with respect, tolerance and compassion. I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. I remain calm and think about how to best manage the situation when faced with provocation. I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. I ask for help and support when I need it. I understand the value that diversity offers. I communicate in clear and simple language so that I can be easily understood by others. I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.

We take ownership

I actively identify and respond to problems. I approach tasks with enthusiasm, focusing on public service excellence. I regularly seek feedback to understand the quality of my work and the impact of my behaviour. I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. I give



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feedback to others that I make sure is understandable and constructive. I take responsibility for my own actions, I fulfil my promises and do what I say I will. I will admit if I have made a mistake and take action to rectify this. I demonstrate pride in representing the police service. I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.

We are collaborative

I work cooperatively with others to get things done, willingly giving help and support to colleagues. I am approachable, and explain things well so that I generate a common understanding. I take the time to get to know others and their perspective in order to build rapport. I treat people with respect as individuals and address their specific needs and concerns. I am open and transparent in my relationships with others. I ensure I am clear and appropriate in my communications.

We deliver, support and inspire

I take on challenging tasks to help to improve the service continuously and support my colleagues. I understand how my work contributes to the wider police service. I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others. I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery. I support the efficient use of resources to create the most value and to deliver the right impact. I keep up to date with changes in internal and external environments. I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.

We analyse critically

I recognise the need to think critically about issues. I value the use of analysis and testing in policing. I take in information quickly and accurately. I am able to separate information and decide whether it is irrelevant or relevant and its importance. I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action. I refer to procedures and precedents as necessary before making decisions. I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. I recognise gaps and inconsistencies in information and think about the potential implications. I make decisions in alignment with our mission, values and the Code of Ethics.

We are innovative and open-minded

I demonstrate an openness to changing ideas, perceptions and ways of working. I share suggestions with colleagues, speaking up to help improve existing working methods and practices. I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. I adapt to change and am flexible as the need arises while encouraging others to do the same. I learn from my experiences and do not let myself be unduly influenced by preconceptions.