

## ROLE PROFILE

<b>Role Title:</b>	<b>Detective Constable – CAISU</b>
<b>Rank/Grade:</b>	<b>Detective Constable</b>
<b>Job Family:</b>	<b>Local Policing - Response - Investigations</b>
<b>Reporting to:</b>	<b>Detective Sergeant – CAISU</b>
<b>Main purpose of the role:</b>	<p>To contribute to achieving the vision, purpose and values of Cambridgeshire Constabulary.</p> <p>To be involved in the investigation of serious and complex cases involving vulnerable children, adults who report historical abuse and in some cases offences committed by persons in a position of trust. These can involve allegations of sexual and physical abuse, severe neglect, offences relating to indecent images of children and child death.</p> <p>To work as part of the CAISU team, which has responsibility for managing and investigating reports of Child Rape, Child Abuse and Child Sexual Exploitation.</p>

### Key Accountabilities

- Collect and gather evidence and record and retain material from a range of sources in a format that is evidentially admissible to support the investigative process.
- Identify, assess and tailor engagement with child victims, so that evidence is collected adequately and appropriately to support the child and proportionality achieve investigatory objectives.
- Interview witnesses, victims and suspects and gather all required evidence in relation to child abuse investigations in accordance with PIP2 standards, generating further lines of enquiry to bring perpetrators to justice.
- Complete risk assessments and provide appropriate support for victims during an investigation, such as through formulation of a victim safety plan, to ensure their safety and wellbeing.
- Provide information regarding additional services available for families and victims, including signposting to support agencies, and explain Criminal Justice and Coronial procedures, so that they can access all available services and support.
- Carry out analysis, assess evidence, and evaluate material generated by the investigation of serious and complex crimes, so that intelligence generates evidence to identify and charge offenders.
- Work in partnership with agencies, such as social workers and health professionals, to develop networks, enable best use of resources, enable joined up approaches to services, and drive safeguarding of children.
- Ensure all material, including exhibits generated by serious and complex crime are seized, examined, and retained in accordance with legislation and policy, where necessary.
- Prepare reports on the outcome of investigations and manage case files within best practice procedures to ensure there is an accurate audit trail.
- Contribute to the Multi Agency Public Protection Arrangements (MAPPA), providing updates on offenders, and update records to support and enable joined up public agency management of offenders.
- Ability to organise and prioritise workload effectively, and work with minimum supervision.
- Highly developed interpersonal skills, with the ability to communicate with individuals at all levels and from diverse backgrounds.
- Highly developed interpersonal skills, with the ability to communicate with partnership agencies at all levels
- Ability to recognise and deal with stress effectively
- Successfully complete and maintain accreditation for Specialist Child Abuse Investigation Course (SCAIDP).
- Successfully complete initial training and undertake further training to achieve Professional Investigation Programme (PIP) level 2 accreditation.
- Experience in conducting serious and complex investigations.
- Experience in interviewing to PIP 2 standards.
- Work night crime duties, providing a PIP L2 investigative response to serious and complex crime overnight.
- Continuous professional development as an investigator. This will include attending any mandatory training courses and seeking out opportunities for self-development.

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<b>Psychological Assessment</b>	Required
<b>Return on Investment</b>	Not Required
<b>Limited Duties</b>	Graded as A1 on the Matrix: Suitable for officers that are able to perform the full range of policing duties and full shifts (i.e. including nights) and in addition does not require response driving.

<b>Financial e.g. Limits/Mandates</b>	<b>Non-Financial e.g. Staff Responsibility</b>
<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>

<b>Entry Requirements</b>
<ul style="list-style-type: none"> <li>The post holder must be a substantive DC or on a TDC.</li> </ul>

<b>Any other General Requirements/Scope</b>
<ul style="list-style-type: none"> <li>This is a challenging but rewarding role and applicants should be aware that on occasions there can be a high degree of stress associated with investigating child abuse cases, which are often disturbing and traumatic.</li> <li>Full, current Driving Licence.</li> <li>If using a private vehicle then business insurance must be arranged by the post holder.</li> <li>The post holder will be required to work shifts.</li> <li>The post holder will occasionally be required to work additional hours.</li> <li>This role requires use of the Police National Database.</li> <li>Vetting is required, as advised by the Vetting Unit.</li> <li>The post holder will be expected to undertake training as and when required.</li> <li>The post holder will be expected to comply with health and safety requirements.</li> </ul> <p><b>Obligatory Requirements</b></p> <ul style="list-style-type: none"> <li>Before commencement of this appointment, this role is subject to medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments.</li> <li>There is a requirement for the role holder to meet the probationary objectives set.</li> </ul>

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### 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 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.