



ROLE PROFILE

Role Title:	County Community Safety Unit (CCSU) Detective Constable
Rank/Grade:	Detective Constable
Reporting to:	Detective Sergeant
Main purpose of the role:	To effectively investigate cases within the CCSU comprising of the Public Protection Unit, Sexual Offences Investigation Team, Joint Child Protection and Investigation Team, Child Online Safeguarding Team, HALO (child sexual exploitation team) and SAFA (safeguarding adults from abuse). All teams adopt a multi-agency partnership approach to maximise prevention and detection opportunities. To contribute to achieving the Force vision, purpose and values.

Key Responsibilities	
<ul style="list-style-type: none"> Under general supervision but often operating independently, to be responsible for the protection of life and property, the prevention and detection of crime and the maintenance of public order through a range of sworn powers in line with organisational standards. To act as officer in the case for allocated investigations, ensuring the investigation is carried out thoroughly and expeditiously in accordance with the investigation policy and legal requirements. To develop and maintain close working relationships with partner agencies to ensure we offer the best available service to our victims. To interview victims in accordance with Hertfordshire Constabulary best practice and in accordance with achieving best evidence and act as liaison officer for the victim throughout the investigation process. Perform the night turn detective role for CCSU covering all CCSU remits. Oversee investigations to ensure initial actions, scene preservation and handover packages are in place. To plan and conduct arrest enquiries, including interviews of victims, offenders and witnesses having due regard to Human Rights, Health and Safety and PACE. To work closely with CPS and other relevant stakeholder agencies in accordance with codes of practice and relevant legislation to progress each case and present evidence and information during court processes. Attend multi agency case conferences/meetings as representatives of the police ensuring that recommendations and decisions do not commit the organisation to action which they cannot deliver and or breach legislation, policy or procedure. Take responsibility for the updating of all records/systems utilised within CCSU. Evaluate the signs and symptoms of possible abuse, make judgments about the sufficiency of evidence and determine the actions required to safeguard and promote the welfare of both our young and vulnerable people. Provide specialist advice to colleagues, partners and other individuals and agencies to support achievement of organisational objectives and enable compliance with organisational policy. 	

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None

Entry Requirements
<ul style="list-style-type: none"> Individual must demonstrate competence in substantive rank Qualified to PIP level 2 Ability to successfully complete ABE and Tier 3 interview training Ability to successfully complete any recognised training in the required field eg SCADIP/FLO

Any other General Requirements/Scope
<ul style="list-style-type: none"> The post holder will be required to work shifts and at different locations.



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- The post holder may be required to work additional hours as per operational requirements
- Vetting 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 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

Assessment of Performance in Role

Performance assessment will be achieved through:-

- Valid and reliable overall performance review conducted by the line manager for the role.
- Data collection will be by a range of methods, including line manager observation. IPP team performance charts, progress against the requirements of this role profile and of objectives set for the performance year.
- Other pertinent and reliable data known to the line manager will be taken into account, for example results of any Employee Engagement surveys conducted during the review period of other feedback on performance of the member of staff.

Personal Qualities(Behavioural Competencies)

Serving the public

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Works in partnership with other agencies to deliver the best possible overall service to the public.

Openness to change

Positive about change, adapting rapidly to different ways of working and putting effort into making them work. Flexible and open to alternative approaches to solving problems. Finds better, more cost-effective ways to do things, making suggestions for change and putting forward ideas for improvement. Takes an innovative and creative approach to solving problems.

Service delivery

Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting honestly and ethically, and challenges unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

Decision making

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

Working with others



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Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships. Explains things well, focusing on the key points and talking to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeps them informed of progress and manages their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.