



## ROLE PROFILE

<b>Role Title:</b>	<b>DriveSafe Camera Van Coordinator</b>
<b>Department/Unit:</b>	Camera, Tickets and Collisions
<b>Rank/Grade:</b>	<b>A3 (supervisory)</b>
<b>Reporting to:</b>	Case Manager, Road Traffic
<b>Main purpose of the role:</b>	<p>To lead on tasking and coordination of the non-enforcement DriveSafe Camera Vans that deter/detect drivers exceeding the speed limit or engaged in other inappropriate road behaviour in support of Community Safety &amp; Criminal Justice Plan priorities.</p> <p>To contribute to achieving the vision, purpose and values of Hertfordshire Constabulary.</p>

<b>Key Responsibilities</b>
<ul style="list-style-type: none"> <li>To set up/manage the process that enables geographical communities within Hertfordshire to apply for van deployment in their community.</li> <li>To assess applications for van deployment and make appropriate recommendations to the Commissioner.</li> <li>To liaise with the Constabulary enforcement camera unit to ensure van is deployed effectively.</li> <li>To devise efficient schedules for van operators</li> <li>To receive data from operators and upload onto Constabulary system leading to production of non-enforcement warning letters to send to transgressors</li> <li>To produce management reports of the service including key performance data.</li> <li>To provide occasional cover for operators when vans are deployed and additional resource is required.</li> <li>To preserve and promote the image of OPCC and the Road Safety Partnership by dealing sensitively with members of the public who question the policies and activities in promoting road safety.</li> </ul>

<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>Line management responsibility for staff and/or officers</li> </ul>

<b>Psychological Assessment</b>	To be confirmed
<b>Return on Investment</b>	Not applicable

<b>Entry Requirements</b>
<p><u>Essential</u></p> <ul style="list-style-type: none"> <li>Computer literate.</li> <li>A grasp of IT, and the ability to learn the specific systems of the business;</li> <li>An ability to multi task, and work accurately under a degree of pressure;</li> <li>An appreciation of road safety issues and concerns;</li> <li>An appreciation of providing customer service;</li> <li>Good communication skills (written and spoken):</li> <li>A full UK driving licence, with manual and Category B entitlements:</li> <li>A willingness to undertake occasional out of office hours work:</li> <li>To be resilient to change:</li> <li>A collaborative problem-solving style:</li> <li>A commitment to OPCC's and Road Safety Partnership's values and behaviours:</li> <li>A willingness to work collaboratively with partners, including working jointly with external bodies.</li> </ul> <p><u>Desirable</u></p> <ul style="list-style-type: none"> <li>Experience and knowledge of cameras and photography, would be advantageous:</li> <li>Awareness of Traffic Management and Road Safety issues.</li> </ul>



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### Any other General Requirements/Scope

- The post holder will be required to travel to and work from different locations across Bedfordshire, Cambridgeshire and Hertfordshire to attend meetings/training events.
- 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.
- 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.

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**HERTFORDSHIRE  
CONSTABULARY**

### Personal Qualities (Behavioural Competencies)

#### We are emotionally aware

I consider the perspectives of people from a wide range of backgrounds before taking action. I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. I take responsibility for helping to ensure the emotional wellbeing of those in my teams. I take the responsibility to deal with any inappropriate behaviours.

#### We take ownership

I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.

#### We are collaborative

I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. I understand the local partnership context, helping me to use a range of tailored steps to build support. I work with our partners to decide who is best placed to take the lead on initiatives. I try to anticipate our partners' needs and take action to address these. I do not make assumptions. I check that our partners are getting what they need from the police service. I build commitment from others (including the public) to work together to deliver agreed outcomes.

#### We deliver, support and inspire

I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas. I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service. I motivate and inspire others to achieve their best.

#### We analyse critically

I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.

#### We are innovative and open-minded

I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. I am flexible in my approach, changing my plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment.