



ROLE PROFILE

Role Title:	Investigator
Rank/Grade:	A4 (Non-supervisory)
Job Family:	Operational Support
Reporting to:	Local Crime Team, LPC Team or a HQ Crime based team, reporting directly to the Team Leader/Detective Sergeant
Main purpose of the role:	Investigate offences involving research, evidence and intelligence gathering. Utilise designated powers to search, investigate and pursue enquiries. Prepare and upgrade case files and process prisoners. Attend and give evidence at court as necessary. To provide administrative support to enable the efficient provision of service. To contribute to achieving the Force vision, purpose and values.

Key Responsibilities	
<ul style="list-style-type: none"> Responsible for the collection of all relevant documentation, information or data that will be required by the investigation to form an overall picture of the circumstances of the case including the application for and execution of search warrants. Undertake searches of premises of arrested or detained individuals and where appropriate seize and take control of items for further investigation. Interview suspects (alone or with colleagues) including using inferences, ensuring at all times the correct treatment of the detained individual. Accurately gather information, working closely and communicating with all levels of the Constabulary, other Police Forces and external organisations, analysing and interpreting data and bringing any new evidence or intelligence in the enquiry to the notice of the lead investigator Identify appropriate witnesses and obtain statements including the further arrest of a suspect when at a police station and using inferences ensuring at all times the correct treatment of the detained individual Produce written evidence and, where necessary and appropriate deliver that evidence in court To prepare briefing material and contribute at team briefings. 	
Designated Powers	
<ul style="list-style-type: none"> Para. 16 – Application and execution of Search Warrants Para. 17 – Access to excluded and special procedure material Para. 18 – Power of entry and search after arrest Para. 19 – Power of seizure when lawfully on premises Para. 20 – Power to access and copy seized material Para. 21 – Power to arrest at a Police Station for other offences Para. 22 – Power to transfer persons into custody of Investigating Officers Para. 23 – Power to require arrested person to account for certain matters Para. 24 – Extended powers of seizure 	

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

Agile Working	To be confirmed
Psychological Assessment	To be confirmed
Return on Investment	To be confirmed
Limited Duties	To be confirmed



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Entry Requirements

- Experience in criminal investigations and following investigative processes
- Experience of conducting interviews and taking statements in investigative processes.
- Experience in inputting and interrogating computer databases.
- Experience of preparing documentation to build case files for prosecution to the appropriate standard.
- Ability to operate in customer facing role.
- Ability to identify investigative opportunities and follow investigative processes.
- Understanding of the Criminal Justice System.

Any other General Requirements/Scope

- The post holder may be required to work from different locations other than the home station.
- The post holder will be required to use their own vehicle so business insurance will need to be organised by the individual.
- The post holder may be required to work additional hours but this will be agreed in advance in conjunction with management & the post holder.
- The post holder will be expected to visit a police custody environment and therefore will need to undertake health & safety training where necessary (training or assessment can be provided).
- Vetting is required, as advised by the vetting unit.
- The post holder will be expected to undertake training as and when required.
- Following appropriate training, to take on the role of Evacuation Marshal if no volunteers come forward in the post holders work location.

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. There is a requirement for the role holder to meet the probationary objectives set.



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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.