

<b>BRIEFING SHEET:</b>	Syndicate Leads: What does GREAT look like?		
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## Summary

Syndicate Leads are the most important people at the academy - after our participants. More than anything else, the quality of the Syndicate Lead determines the quality, readiness and confidence of the participants that you receive in-force in September 2018. Resulting from our various pieces of evaluation, including surveys and interviews with key staff, this document sets out what key qualities to look for when appointing new Syndicate Leads.

The following should be read in conjunction with the full Job Description document for this role. These qualities relate to desirable qualities, skills and attributes, NOT qualifying criteria for the role such as the ability to work at sergeant rank during the Academy.

## Highly Desirable

- **Police Now Mission and Commitment:** The individual is totally sold on the Police Now mission and why we do what we do. They are happy to 'go the extra mile' and overcome the inherent challenges of doing things for the first time.
- **Positive Mindset:** Someone who is able to take setback and new challenges in their stride and stay positive and upbeat
- **Operational Credibility:** Strong, demonstrable frontline policing skills that lend credibility to their role at the Academy.
- **Policing Role Model:** Someone who diligently and consistently models the behaviours and attitudes we want a new officer to replicate in their own practice. there is no place for cynicism at the academy
- **Meticulous:** Pays attention to detail when it comes to administrative matters and takes pride in producing high quality written work.

## Undesirable

- **Distance from Frontline:** The ability to talk credibly with participants about very recent operational work is vital, as is fluent knowledge of local systems, technology and policies.
- **Poor Judgement:** The ability to build strong, appropriate, positive professional relationships with participants is vital. There should be no doubt whatsoever that an applicant can make good decisions in a pressurised environment.
- **Low Energy:** To thrive, Syndicate Leads must be self-starters who can inject energy into a room through their well-chosen words and actions.

## Unimportant

- **Long Service:** Some of our very best Syndicate Leads have been barely out of probation. A positive can-do do attitude and operational credibility are king.
- **Training Experience:** There is no requirement for applicants to have any teaching experience or training. We will provide everything they need in this regard
- **Detective/Uniform Background:** A diversity of backgrounds has always been a vital element of the Academy's success. Either is great.