

 <p>HR Services putting people first</p>	HUMBERSIDE POLICE Role Requirement		Objective Analysis: 7(b)
Position Title: Detective Inspector Major Crime Team		Grade: Inspector (Detective Duties)	Post No:
Overall Purpose of the role: To manage the Major Incident Team Detective staff, providing leadership and direction with regard to their activity and undertakes the role of the Deputy Senior Investigating Officer when required.			
Specific Roles/Tasks			
<p>Undertakes the role of the Deputy Senior Investigating Officer as a member of the force Major Incident Team and in accordance with the Major Incident Team terms of reference.</p> <p>Leads investigations into criminal offences where appropriate and provides clear direction to officers involved, through the conduct of regular briefings.</p> <p>Provides advice to staff within the Major Crime Team (MCT) on crime related matters, with the aim of increasing the effectiveness of staff within the MCT..</p> <p>Provides support, assistance and guidance as necessary to Command and MCT Detectives.</p> <p>Manages investigations into criminal offences where appropriate and provides clear direction to officers involved, where appropriate.</p> <p>Maintains a liaison with outside agencies in relation to crime related matters, recognising the active use that can be made of such agencies in the investigation of crime and in providing a more effective service to the public.</p> <p>Investigates or leads an investigation into any allegation of criminal conduct on the part of a serving police officer.</p> <p>Provides advice to staff regarding crime prevention and detection levels and achieving corresponding targets.</p> <p>Performs such other duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.</p>			

Responsibility		Decision Making	
<p>Leading and managing investigations into criminal offences where appropriate and provides clear direction to others;</p> <p>Maintaining a close liaison with outside agencies in relation to crime related matters, recognising the active use that can be made of such agencies in the investigation of crime;</p> <p>Ensuring that risks to the Force, which may affect its ability to provide business as usual now or in the future are identified and escalated to their line manager or local Risk Champion at the earliest opportunity;</p> <p>Responsible for using the NDM and THRIVE model in all actions undertaken.</p> <p>As a member of Humberside Police you will accord with the Standards of Professional Behaviour, as outlined in the Code of Ethics, at all times. You will recognise the responsibilities of your role and act lawfully in the public interest. Your conduct will encourage others to have confidence in policing. You will have honesty and integrity and be open and transparent in your decisions and actions. You will treat people fairly and demonstrate respect, tolerance and self-control.</p> <p>You will lead our service by good example and will report, challenge or take action against the conduct of colleagues which has fallen below the standards expected.</p> <p>Responsible for using the NDM and THRIVE model in all actions undertaken.</p>		<p>Checks critical information for accuracy and validity before making any decisions.</p> <p>Weights up situations, draws logical conclusions from the information available, uses judgement to identify the best available option and takes/recommends a course of action, which achieves the desired result within appropriate time scales.</p> <p>Gives due consideration to competing priorities and available resources.</p> <p>Demonstrates an understanding of resource and performance management issues.</p> <p>Takes responsibility for the decisions of others working under their direction.</p> <p>Regularly reviews progress and amend decisions to take into account of charge, revises, explains and defends decisions effectively.</p>	
Reports to:		Additional Information	
Detective Chief Inspector (MCT)			
Reports to:		Direct reports:	
Detective Chief Inspector (MCT)		Detective Sergeant(s) MCT	
Prepared by:- Katie Dunn, HR Ops Partner Date: March 2015		Confirmed by:- D/Supt Hutchinson, Specialist Command (MCT) Received by:- Date:-	

Date:- March 2015

Person Specification

Attainments/ Knowledge	Essential	Possesses a comprehensive understanding of relevant criminal law, especially PACE and assumes responsibility for personnel learning. Has an awareness of the multi-agency approach to the investigation. Has a basic knowledge of major crime investigation procedures and the use of HOLMES.
	Desirable	
Experience	Essential	Is the rank of Inspector or is in the promotion pool and is eligible to be promoted. Has successfully completed the ICIDP course or equivalent.
	Desirable	Has successfully completed the IMSC and/or the SIO course be expected to undertake and pass Initial Management of Serious Crime.
Skills/ Specialisms	Essential	Is able to collate, analyse and evaluate complex information, grasping all relevant factors and weighing up all the possibilities to reach well reasoned conclusions. Is alert, has an enquiring mind and can see beyond the obvious. Is skilful in the use of observing, questioning and listening in a range of situations. Has the ability to vary leadership style to suit the situation and motivate staff accordingly. Is concise and well balanced in writing and presentation of reports. Have proven administrative planning skills
	Desirable	
Decision Making/ Problem Solving/ Planning	Essential	Demonstrates a good organisational ability. Bases decisions on sound facts in order to reach well reasoned conclusions coupled with the ability to foresee problems and take initiative. With proven administrative planning skills, sets objectives and priorities own work load and that of subordinate staff in response to operational requirements.
	Desirable	Approaches problems positively, suggesting alternative solutions.

NOT PROTECTIVELY MARKED

Practical Effectiveness	Essential	<p>Is active in creating and developing co-operative relationships with others inside and outside the service. Is able to speak to people on their level in a clear and precise manner whilst maintaining tact and diplomacy at all times.</p> <p>Has principles, which are professionally and ethically sound, and is willing to confront unethical behaviour in others. Recognises strengths and weaknesses in self and others and instigates development where necessary. Recognises stress in self and others and takes steps to help them eliminate the cause.</p>
	Desirable	<p>Can use imagination to suggest different approaches and new ideas. Is able to deal with paperwork in an expeditious and efficient manner.</p>
Citizen Focus		<p>A citizen focussed culture exists when every member of staff considers the impact that their actions have on the people they serve and proactively seeks ways of improving the quality of the service that they provide. The post holder must convey to both internal and external clients a customer focussed service based on fairness and quality and ensure they fully understand and represent the Force's values and principles at all times.</p>
Respect for Race & Diversity		<p>Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their race, religion, position, background, circumstances, status or appearance. Understands other people's views and takes them into account. Is tactful and diplomatic when dealing with people, treating them with dignity and respect at all times. Understands and is sensitive to social, cultural and racial differences.</p>