

 <div>HR Services putting people first</div>	<div>HUMBERSIDE POLICE</div> <div>Role Requirement</div>		Objective Analysis: 7B
			Post No: Various
Position Title: Detective Constable – Major Crime Team	Grade: Constable (Detective)	Vetting Level:	
Overall Purpose of the role: To work as part of a team of staff involved in the investigation of major crime, primarily homicide, in accordance with force major crime investigation procedures.			
Generic Roles/Tasks		Specific Roles/Tasks	
Performs such other duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.		Undertakes actions for the purpose of investigating major crime allocated in accordance the investigative policy set by the Senior Investigating Officer (SIO).	
		Interview complainants and witnesses in order to record accurate and reliable accounts and statements from them, including those identified as significant witnesses.	
		Reassures victims of crime and identifies vulnerable victims, liaising with relevant agencies to provide help and support in accordance with the SIO Family Liaison policy.	
		Arrests and interviews persons suspected of series or serious criminal offences including homicide, ensuring that all activity is in line with the Police and Criminal Evidence Act.	
		Compiles complex files for submission to the CPS in relation to persons appearing in court charged with the most serious of offences including murder, ensuring that the files submitted are of a high standard and that any remedial work required is carried out expeditiously.	
		Gathers, analyses, reports and acts upon criminal intelligence to maintain a pro-active approach to policing.	
		Gathers, analyses, reports and acts upon criminal intelligence, liaising with the Intelligence Units with the intention of preventing and detecting crime. Builds contacts with outside agencies that may assist in the investigation process with due regard to data protection.	

	<p>Assists other officers, both uniform and detective, in the investigation of series and serious criminal offences, with the aim of ensuring that the correct practices and procedures are being followed. Provides assistance to divisional officers in the investigation of crime as directed.</p> <p>Maintains a high level of knowledge on all criminal legislation, Force Instructions and technical services relevant to the performance of duties, with the intention of producing a high quality of service to the public.</p> <p>Updates victims with appropriate information in relation to the progress of crime enquiries and refer appropriate cases to the relevant support group.</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>The postholder is responsible for:</p> <p>Investigating serious crime as directed;</p> <p>Developing and maintaining expertise in the investigation of serious crime especially homicide;</p> <p>Investigating crime and provide update reports to show that the investigation is being progressed in a meaningful way;</p> <p>Arresting and interviewing persons suspected of series or serious criminal offences including homicide ensuring that all activity is in line with P.A.C.E</p> <p>Gathering, analysing, reporting and acting upon criminal intelligence, liaising with the relevant internal and external agencies;</p> <p>Developing effective partnership/relationships with outside agencies; and</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.</p> <p>You will recognise the responsibilities of your role and act lawfully in the public interest.</p>	<p>The postholder will be expected to make day to day decisions revolving around the duty of a Detective Constable within the parameters of Police Powers.</p> <p>Weights up situations, draws logical conclusions from the information available, use judgement to identify the best available option and takes or recommends a course of action, which achieves the desired result within appropriate time scales.</p> <p>Checks critical information for accuracy and validity before taking decisions.</p>
	Additional Information

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. 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.		
Reports to	Direct reports:	
Major Crime Team – Sergeant	None	
Prepared by:- Lesley Murphy 2007 Date:-	Confirmed by:- Date:-	Received by:- Date:-

Person Specification

Attainments/ Knowledge	Essential	Is of the Rank of Constable and has successfully completed a 2 year probationary period. Must have successfully completed the ICIDP course or equivalent Possess an awareness of a broad range of legal and procedural knowledge which is operationally relevant to the role. Possesses a comprehensive understanding of relevant criminal law, especially PACE and assumes responsibility for personal learning.
	Desirable	
Experience	Essential	Has the ability to complete task with the minimum of supervision. Has principles which are professionally and ethically sound. Displays good time management skills.
	Desirable	
Skills/ Specialisms	Essential	Displays good time management skills. Recognises strengths and weaknesses in oneself and is able to identify development needs. Is able to speak clearly in a way those listening can understand. Demonstrates an understanding of the feelings of others. Is active in creating and developing positive relationships both inside and outside the Organisation. Is able to collate, analyse and evaluate complex information effectively to reach well-reasoned conclusions. Is skilful in the use of questioning and listening in a range of situations. Is alert, has an enquiring mind and can see beyond the obvious.
	Desirable	Uses interpersonal skills effectively to manage people in delicate, frustrating or tense situations.
Decision Making/ Problem Solving/ Planning	Essential	Is able to objectively justify decisions, modifying judgements in the light of new information. Sets objectives in relation to workload and prioritises accordingly. Responds positively when situations change unexpectedly.
	Desirable	
Practical Effectiveness	Essential	Demonstrates a high level of integrity and commitment to equality policies and practices in operation within the Force. Has the ability to complete task with the minimum of supervision.
	Desirable	
Citizen Focus		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.
Respect for Race & Diversity		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.