

 <p>HR Services putting people first</p>	HUMBERSIDE POLICE Role Requirement		Objective Analysis: 7(b)
Position Title: Detective Sergeant Major Crime Team Grade: Sergeant (Detective Duties)			Post No:
Overall Purpose of the role: To supervise a group of Constables and to investigate major crime in accordance with force major crime investigation procedures.			
Specific Roles/Tasks			
<p>Supervises all enquires undertaken by constables in the group and co-ordinates and undertakes enquires as required.</p> <p>Conducts interviews with suspects and witnesses.</p> <p>Ensures that the group conduct enquiries and prepare reports and files in accordance with Force Policy and procedure.</p> <p>Provides assistance to other officers both in uniform and detective in crime enquiries and the arrest and interview of persons suspected of criminal offences.</p> <p>Gathers, analyses, reports and acts upon criminal intelligence, liaising with the Local Information Officer as appropriate.</p> <p>Keeps abreast of criminal legislation, force instructions and technical services relevant to the performance of duties.</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
<ul style="list-style-type: none"> Investigating serious crime as directed; Investigating crime and provide update reports to show that the investigation is being progressed in a meaningful way; Arresting and interviewing persons suspected of series or serious criminal offences ensuring that all activity is in line with P.A.C.E Gathering, analysing, reporting and acting upon criminal intelligence, liaising with the relevant internal and external agencies; Developing effective partnership/relationships with outside agencies; and Citizen focussed policing means reflecting the need and expectations of individuals, colleagues and partnerships in decision making, service delivery and practice. The post holder is responsible for meeting the needs and expectation of individuals by providing appropriate help and advice, taking all concerns seriously and explaining what will be done to address them, including whether or not any further actions will be taken and why. Ensuring that risks to the Force, BCU/Branch 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. Providing a role model for staff by actively demonstrating and positively promoting the principles and standards outlined in the Equal Opportunities Policy and the Force Individual Standard – Confronting Prejudice and Discrimination, ensuring support is given to any member of staff who challenges those who do not adhere to these standards. 	<p>Checks critical information for accuracy and validity before taking decisions.</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>Day to day decisions with regard to the supervision and deployment of Constables.</p>
	<th data-bbox="1171 539 2168 584">Additional Information</th>
Reports to:	Direct reports:
Detective Inspector (MCT)	Detective Conastable(s) MCT

Person Specification

	ESSENTIAL	DESIRABLE
Age/Service/Rank	Is of the rank of Sergeant or is in the promotion pool and is eligible to be promoted. Has successfully completed the ICIDP course or equivalent.	Has successfully completed the IMSC course or equivalent, or will be expected to undertake and pass Initial Management of Serious Crime course.
Desired Character Traits	Has the ability to complete tasks with the minimum of supervision. Has principles which are professionally and ethically sound. Is willing to confront unethical behaviour in others.	Demonstrates a high level of integrity and commitment to equality policies and practices in operation within the Force.
Monitoring Personal Performance	Is aware of any shortfalls in own or others performance and takes appropriate action accordingly. Recognises stress in self	
Communication and Relationships with Others	Is able to speak clearly in a way that those listening can understand. Demonstrates an understanding of the feelings of others. Is active in creating and developing positive co-operative relationships both inside and outside the organisation. Has the ability to vary leadership style to suit the situation and motivate staff accordingly. Has the ability to vary leadership style to suit the situation and motivate staff accordingly. Uses interpersonal skills effectively to manage people in delicate, frustrating or tense situations	
Investigations	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.
Knowledge	Possesses an awareness of a broad range of legal and procedural knowledge which is operationally relevant. Possesses a comprehensive understanding of relevant criminal law, especially PACE and assumes responsibility for personal learning	
Decision Making, Problem Solving, Planning	Prioritises tasks to make the most efficient use of resources. Is able to plan and implement operations, responding positively when circumstances change unexpectedly.	
Practical Effectiveness	Displays justified confidence in own abilities.	Displays a positive and realistically confident approach.

NOT PROTECTIVELY MARKED

Management Skills	Has the ability to vary leadership style to suit the situation and motivate staff accordingly.	Is able to deal with paperwork in an expeditious and efficient manner.
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 and 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.	

	Signature	Designation	Date
1. PREPARED BY:	Chris Brigham Christine Malcolm	HR Officer (OD) Senior HR Officer	15 April 2010 - Updated 11 August 2011- Updated
2. CONFIRMED BY :			
3. RECEIVED BY:			
This role requirement is a management document and therefore subject to change			