

Job Title: Summer Academy Syndicate Lead

Location: London

Reporting to: Summer Academy Stream Manager

Contract Type: Eight-week attachment (accommodation provided)

Eligibility: Substantive Police or Detective Sergeants or suitably qualified Constables (current valid OSPRE Part 1 or NPPF Part 2)

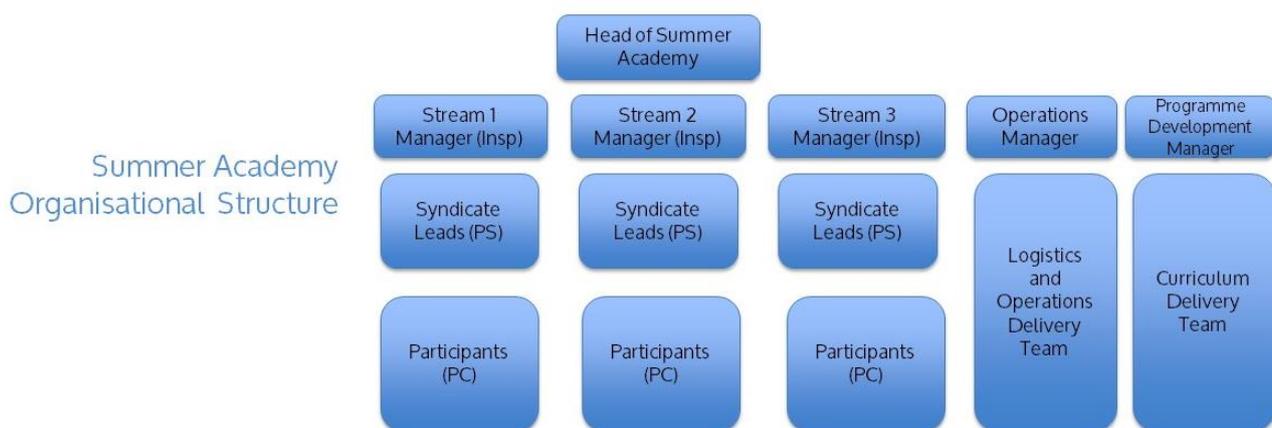
The Police Now Summer Academy

As a police education and training environment, you can't beat it. Developed by frontline officers, this transformational, high intensity foundation constable training course is run like a specialist training course; taught by current, operationally credible experts in their chosen field, who bring energy and drive to their lessons.

[VIDEO: Click here to find out more about the Summer Academy](#)

The Summer Academy is at the heart of the Police Now Programme, and syndicate leads are at the heart of the Summer Academy. They are central to our mission to train and develop our participants to be outstanding neighbourhood constables who will go on to make a disproportionate positive impact in the communities they serve.

In a nutshell, the role of the syndicate lead is to lead a team of approximately ten Police Now participants (student officers) through every aspect of the Academy. Syndicate leads are, themselves, part of a team led by a stream manager. In fact, that phrase, team of teams, neatly sums up the Academy itself.



Each of our 17 partner forces will select at least one syndicate lead depending on how many Police Now participants are scheduled to join them, with several sending more. The Academy is a national course, but the inclusion of syndicate leads – representing their individual forces but working together as one team – ensures that participants receive the local knowledge and context they need to be successful.

The Summer Academy is exceptionally rewarding but also very intense and really hard work. It will take you on a professional development journey like no other and has been described by previous staff as providing "*six months of personal development in six weeks*" and being "*the best thing I have done in eleven years of policing*" – and we think that's about right. You will learn as much about yourself, how to lead, how to generate results and how to deliver impact as our participants do.

What you'll do

As a Syndicate Lead, you won't simply be a supervisor or a trainer, but a transformational leader. You will have approximately ten constables under your direct line management and will need to bring all your skills, talents and experience to bear to get them through the Academy and beyond. We've outlined below the varying roles you'll need to be comfortable playing.

1. Transformational Leader

At Police Now, leadership is not primarily a matter of rank or grade – and it's certainly not about simple transactional direction. Instead, you'll teach, inspire and motivate your participants by role modelling the behaviours, values and attitudes that they will need to display as high-performing neighbourhood officers. That includes out on the street during field training, where you'll lead your team in an operational policing environment. You'll also embed active reflection in every part of the learning experience, and help to create an adult / adult learning environment, not a parent / child one.

2. Line Manager

You'll build your syndicate into a highly effective, energised team who train and live together to achieve and exceed the standards we set. As their line manager, you will need to deal quickly and robustly with any performance or misconduct problems. Highly professional, you'll be able to draw on personal resilience and take pride in doing a great job, first time, every time.

3. Facilitator

Prior to the Academy, participants must study core policing legislation and policy. They'll sit a knowledge check exam on the first day of the Academy. This pre-learn allows the Academy to be highly practical, with a great deal of work in syndicate groups. Whether it be learning how to search and arrest suspects, or developing a policing plan to tackle a community concern, you will be there in the lessons to help your syndicate members get to grips with new concepts, skills and ways of thinking.

4. Coach

We select participants who demonstrate emotional intelligence, strong problem-solving abilities, and a solid commitment to public service. In practice, this means that we recruit high-achievers who are self-critical and eager to achieve perfection. You'll coach your team to help them to stay positive and learn to manage themselves effectively.

5. Trainer

Syndicate leads play an integral part in the design and delivery of our lessons. Sometimes, you'll take the lead in delivering input on operational content that you know inside out – such as stop and search or statement writing – whilst at others you'll support a visiting fellow to deliver a session on a topic that they know back to front – such as cyber-crime or safeguarding. Being involved in the delivery of lessons provides a lot of development and a big credibility boost to syndicate leads in the eyes of your participants; previous experience indicates that syndicate lead lessons often score highest on participant feedback.

Everyone who delivers a lesson at the Academy receives support from the Police Now curriculum team and, where the subject content requires, an academic buddy.

6. Assessor

We are rigorous in our testing of participant knowledge and policing skills. Through the six-week Academy, each participant must pass 26 individual practical and written assessments to demonstrate that they are fit for duty. Through meticulous but fair assessing you will help us ensure we maintain the very highest standards.

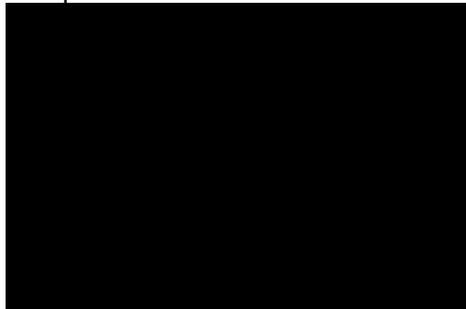
7. Administrator

It might have a bad name, but timely and high-quality administration is essential if the Academy is to run smoothly. Ensuring your participants stay on top of their assignments, assessments and independent patrol status checklists, plus keeping your own paperwork up to date, ensures a first-class participant experience, avoids errors and guarantees a seamless handover to force at the end of the summer.

8. Welfare Officer

The Academy is intense and challenging. We provide outstanding training and development to our participants, and in return we expect them to work incredibly hard. With our help, you will support your team through this intense training experience, dealing with any crises of confidence and ensuring participants remain in good physical and mental health, ultimately helping them build lifelong resilience skills.

Click here to hear how one of our Syndicate Leads got on at the 2017 Summer Academy
Use password: PNSA2018



If you are having difficulty opening the video, you can view it on your web browser <https://vimeo.com/241147975>. The same password applies.

What we're looking for in you

It doesn't matter if you're currently in a uniform or detective role, but you'll be able to talk credibly about recent operational work to serve your community.

Operational credibility, not length of service is our watchword. Some of our best previous syndicate leads have had fewer than three years or more than 20 years' service.

You do not need to have been a police trainer. Your existing leadership qualities and operational skills will be complemented by our training package to give you all the skills you need.

What you'll get from us

Whether you are an experienced supervisor or have limited supervision experience, we will give you all the training and support you need to be an exceptional leader.

As well as incredible participants to work with and intensity rarely matched elsewhere in the police training landscape, we will select and build an awesome team of colleagues for you to work with. Academy staff are drawn from all 17 partner forces nationally, and will represent every kind of background, specialism, service length and skill set. Your Academy colleagues will become a rock-solid support network; one that will last well beyond July and August 2018.

The Academy involves long working days of up to 12 hours, five days a week. You'll have to maintain your positivity, enthusiasm and professionalism from the first to the last working moment of each week. To support you through the summer, we'll make sure you are given the time, resources, training and management backing you need; not just to get the job done, but to manage your own wellbeing and personal development at the same time.

Your Commitment to Police Now

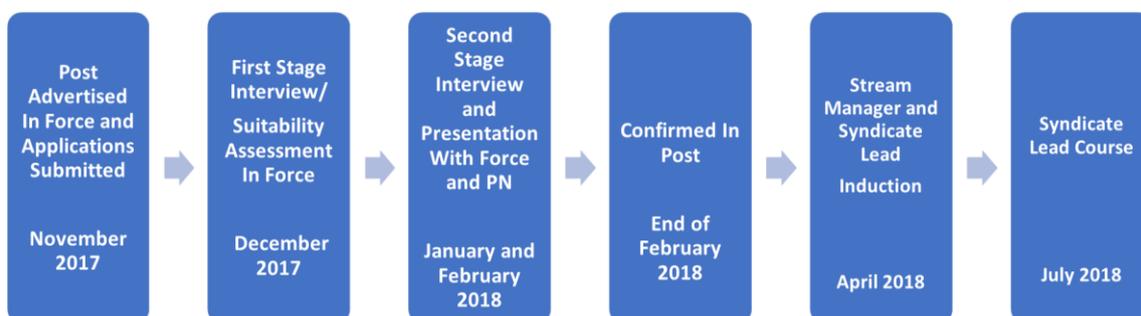
As a syndicate lead, you'll need to be all in. More than anything else, that means possessing a genuine belief in the Police Now mission and the positive impact that neighbourhood policing can have on communities.

You will be released by your force for a total of eight weeks during the summer. Those weeks will be incredibly challenging, and, for most, it will be mean time away from home, friends and family.

Just like any professional taking on a significant new role, you will need to spend some time during the preceding months preparing yourself. With the support of your force, you'll need to clear your diary and workload for the summer months, so you can focus solely on the participants.

Application and Selection for the Role

Your force will run a selection process in conjunction with Police Now.



To apply for the role, please complete the attached application form and return to Force Police Now SPOC/HR **before 5pm on Thursday 30th November**.

If you have and have any questions about the role we would really like to hear from you, so please don't hesitate to contact Julie Onwukegu, Head of The Summer Academy, at Julie.Onwukegu@policenow.org.uk

Please note

This job description is issued as a guideline only and it is not exhaustive. Due to the evolving nature and changing demands of our organization you may, on occasions, be required to undertake additional or other duties commensurate with your rank.