



# Derbyshire Constabulary

## Job Description

INTEGRITY

RESPECT

PERFORMANCE

RESPONSIBILITY

INNOVATION

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| <b>Closing Date</b>                        |  |
| <b>HR Service Centre Contact</b>           |  |
| <b>Role Title</b>                          | Armed Response Unit - Constable  |
| <b>Grade and Salary</b>                    | Constable  |
| <b>Hours</b>                               | 40 hours per week  |
| <b>Suitable for job share or part time</b> | Job share and part time working will be considered and applications are welcomed. However please contact the Firearms Inspector prior to your application to discuss your requirements.  |
| <b>Department or Division</b>              | Armed Response Unit, Operational Support   |
| <b>Location</b>                            | Wyatt's Way, Ripley  |
| <b>Post Reports to</b>                     | Armed Response Unit Sergeant   |
| <b>Other Considerations</b>                | <p>The Armed Response Unit currently operates a 12 hour, 4 day on 4 day off shift system.</p> <p>All Armed Response Unit Constables conduct their general policing role permanently armed with a sidearm</p> <p>All Armed Response Officers are expected to maintain levels of fitness and training commensurate with the role of an Armed Response Unit Officer. Where Officers are unable to retain their firearms status in accordance with the Firearms Training Standard Operating Procedures they may be permanently removed from the post.</p> <p>As part of the Armed Response Unit, officers may have the opportunity to develop firearms specialisms and command roles. Some of these roles have an element of 'on call' attached to them.</p> |

### EQUALITY COMMITMENT

Derbyshire Constabulary is committed to equality and welcomes applications from suitably qualified people from all sections of the community in an effort to reflect the diversity of the community we serve.

As part of this commitment we welcome applications from female and minority ethnic officers who are currently under represented within Firearms Support.

### Specific Role Responsibilities:-

Applications are invited from ARV Constables wishing to join Derbyshire Armed Response Unit based at their police headquarters Wyatt's Way, Ripley, Derbyshire

INTEGRITY

**Skills & Experience required:-**

**Essential:**

- Substantive in the rank of Constable.
- Must be an occupationally and operationally competent Armed response officer trained to a minimum of the National ARV role profile as detailed in the NPFTC Module A2 version 5.5
- Must be able to pass the JRFT to level 9-4 on application
- Must be a current police advanced driver
- Must be able to evidence occupational and operational competence at interview

**Desirable:**

- Authorised to drive goods vehicles up to 7.5 tonnes and personnel carriers
- Current or Previous experience in specialist skills as detailed in the NPFTC Module A2 version 5.5

RESPECT

**PERSONAL QUALITIES**

The post holder will be assessed for appointment against the following behaviours. Derbyshire Constabulary's staff are assessed against these behaviours

PERFORMANCE

**Decision Making**

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgment, ensuring actions and decisions are proportionate and in the public interest.

**Leadership**

**Openness to change**  
Positive about change, adapting rapidly to different ways of working and putting effort into making them work. Flexible and open to alternative approaches to solving problems. Finds better, more cost-effective ways to do things, making suggestions for change. Takes an innovative and creative approach to solving problems.

**Service delivery**  
Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

RESPONSIBILITY

**Professionalism**

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting honestly and ethically, and challenges unprofessional conduct or discriminatory behavior. Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

INNOVATION

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| <p style="text-align: center;"><b>INTEGRITY</b></p>      | <p><b>Public Service</b></p>      | <p>Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Works in partnership with other agencies to deliver the best possible overall service to the public.</p>  |
| <p style="text-align: center;"><b>RESPECT</b></p>        | <p><b>Working with others</b></p> | <p>Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships. Explains things well, focusing on the key points and talking to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeps them informed of progress and manages their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.</p> |
| <p style="text-align: center;"><b>PERFORMANCE</b></p>    |                                   |   |
| <p style="text-align: center;"><b>RESPONSIBILITY</b></p> |                                   |   |
| <p style="text-align: center;"><b>INNOVATION</b></p>     |                                   |   |