



<b>Role title:</b>	Crime Trainer
<b>Grade &amp; salary:</b>	G (£24,660 - £30,951)
<b>Working hours/shift pattern:</b>	37 hours per week
<b>Location:</b>	Derbyshire Constabulary HQ, Ripley
<b>Post reports to:</b>	Crime Training Team Leader
<b>Suitable for job share or part time:</b>	Yes, suitable for job share and part time
<b>Other considerations (e.g. travel)</b>	<p>A current and valid driving licence, with access to transport and a willingness to travel throughout the East Midlands region and beyond.</p> <p>This post is a 2-year fixed term contract</p>
<b>Date last reviewed:</b>	16 September 2020

### Purpose and Description of Job Role:

To join the Crime Training Team comprising of a mixture of both Detective Constables and police staff based at Derbyshire Constabulary HQ, Ripley Police Training Centre.

Develop and support the modern-day workforce by delivering blended innovative methods of training within the Professionalising Investigation Programme PIP Levels 1 and 2 of the National Curriculum, in line with College of Policing guidance.

You will be expected to design and deliver investigative training, learning and development interventions to meet customer and business needs; which support Derbyshire Constabulary's strategic objectives.

To deliver blended innovative training activity aimed at improving the performance of individuals and groups. Ensure all activity supports and enhances the performance of Derbyshire Constabulary by ensuring that all learning and development is performance driven, responsive to business needs and contributes to sustainable improvements in organisational performance.

### Specific Roles and Responsibilities:

- To design, plan and deliver core investigative training with a particular focus on the Professionalising Investigation Programme (PIP) Levels 1 and 2 and the National Curriculum.
- Provide learning and development interventions and activity to a high standard in a wide range of policing and business skills areas using a range of media resources, in order to meet agreed

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performance and learning outcomes.

- Take a lead in the design and delivery for particular subject areas within PIP training.
- Work with Subject Matter Experts in the development of creative learning activities.
- Using a wide range of learning methodologies, create and maintain learning and development products and materials in line with the business requirements and standards.
- Assess student performance, in order to confirm their achievement of agreed learning and performance outcomes. Conduct assessment of individual and group learning achievement.
- Ensure the selection and delivery of training and development activities supports the principle of a centrally managed, locally delivered service.
- Ensure that all activity supports performance improvement and the operational imperatives of the organisation.
- Ensure learning and development activities meet any national programme requirements and local quality standards.
- Demonstrates an understanding and commitment to Continuous Professional Development (CPD) and maintains a record of own CPD within the role.

### Skills & Experience Required:

#### Essential:

- Achieved accredited PIP2 Core investigator status, or evidence of investigatory competence in serious and complex crimes. (Recent would be within the past three years.)
- Experience of working in a developmental role with others such as a Tutor, Mentor, Coach, Assessor, Trainer or Teacher.
- Competent in the use of Microsoft products – Office 365 and Internet usage.
- Need to be flexible regarding when and where training interventions are delivered, to meet the needs of the customer and the organisation.

#### Desirable:

- Level 4 Teaching or Learning & Development qualification as a minimum, or proven relevant experience (if qualification not already held, must be willing to undertake and successfully complete within 12 months). If already Level 4 qualified (or once achieved within 12 months of employment), to then be willing to undertake a Level 6 Teaching or Learning & Development Qualification to be achieved within 1-3 years.
- A recognised assessor qualification or demonstrate experience and ability to assess individuals, or be prepared to work towards an appropriate qualification within the first 12 months of being in post.
- Evidence of learning quickly and effectively new technology and systems.
- Evidence of experience in Digital Media and Communications Data investigations.
- Knowledge of the Policing Education Qualifications Framework (PEQF).

### Personal Qualities:

We have identified nine competencies that help describe what effective behaviour looks like in Derbyshire Constabulary. These competencies illustrate how we put our Force's guiding principles into practice so that everyone understands what is expected of them in their day-to-day work:

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**Acting with Integrity:** Is trusted and respected by others and is known as someone who does what they say they'll do. Understands the impact and consequences of doing (and being seen to do) the right thing, is happy to raise concerns and will challenge inappropriate or unethical behaviour.

**Working with Others:** Works to develop a positive team spirit and appreciates the value different backgrounds and experience can contribute to team success. Is approachable and inspires others to do their best. Treats others with dignity and respect, and maintains a positive, friendly outlook. Appreciates the contributions of others – and lets them know.

**Problem Solving & Innovation:** Uses experience, creativity and common sense to solve problems practically and innovatively. Makes sure they fully understand the problem, its cause and implications. Seeks the input and views of others. Weighs up options to make sure the solution they choose is the most effective and makes good decisions in a timely way.

**Planning and Organising:** Is clear about their goals and creates plans and processes that are targeted at the right priorities – those that will truly deliver the most value. Copes well with change and uncertainty, knows that it's not always possible to get the full picture or remove every risk before taking action.

**Communicating & Influencing:** Presents written and verbal communication in a clear and effective way. Puts across points of view persuasively, but keeps an open mind and is willing to change their position if sound arguments are presented back.

**Personal Development:** Takes opportunities to improve their skills, knowledge and experience. Gives and seeks constructive feedback to help them and others develop successfully.

**Delivering Results:** Delivers what is needed when promised. Enjoys adding value, knows what needs to be done and stays focused. Identifies issues or obstacles that could prevent or delay getting things done and takes appropriate action.

**Customer Focus:** Knows how they personally support the service we provide to the public. Is absolutely passionate about adding value for the public and internal stakeholders, improving processes and removing unnecessary cost and waste. Understands how their attitude and behaviour impacts on public perception of the service we provide.

**Operational & Technical Awareness:** Keeps well-informed and knows what internal and external factors could impact on our performance. Promotes and pushes activity that improves performance and our service to the public. Is knowledgeable and effective in their area of expertise.

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