



Role title:	Dog Section Trainer
Grade & salary:	H, (£26,433 - £32,907)
Working hours/shift pattern:	37 Hours per week
Additional allowances:	N/A
Location:	Derbyshire Constabulary Force Headquarters, Ripley
Post reports to:	Dog Section Sergeant
Suitable for job share or part time:	No
Other considerations (e.g. travel)	Please note that, due to the nature of security checks undertaken, applicants must have 3 years continuous residency in the UK up to the date of the application and Home Office approval for indefinite leave to remain within the UK. All successful applicants will be required to submit themselves for drug testing in line with the Forces's Drug Policy.
Date last reviewed:	25 th February 2019

Purpose and Description of Job Role:

The core role of the Trainer will be to effectively deliver instruction on all aspects of Police Dog Handling to both Novice and Operational Police Dog Handlers.

The skills requiring training will include all General Purpose Police Dog elements as well as Specialist Search Dog elements with an emphasis on new and developing areas. (I.e. Forensic Search Dogs.) There will be a requirement to keep accurate records and an ability to provide constructive feedback to Police Officers.

Specific Roles and Responsibilities:

The successful applicant will be responsible for planning and delivering various Dog Training courses throughout the calendar year as well as the selection and acquisition of suitable replacement dogs to meet succession planning requirements.

The role requires that the successful applicant will take novice dogs home and care for them/exercise them appropriately. This requirement extends outside of normal working hours and includes rest days. In recompense a Dog Handler's allowance will be paid accordingly, a double kennel will be supplied for use at home and the use of an unmarked Police Vehicle made available for the transport of dogs. It is expected that the vehicle will be kept at the candidate's home address. The role clearly impacts massively on home and family life and as such it is essential that applicants discuss the expected implications with all family members likely to be affected.

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The shifts worked are predominately Monday to Friday with weekends off. There will be some late shifts worked in order to train Dogs during the hours of darkness.

It is expected that the applicant will be able to demonstrate constantly evolving and new ways of training dogs.

Candidates will be required to uphold the Force's principles of Doing the right thing, making a difference and shaping the Future.

Skills & Experience Required:

Essential:

- Previous experience of operationally working licensed police dogs. (This will also be assessed by way of practical assessment)
- NPCC/ACPO qualification In General Purpose Police Dog Instruction. (this should include a classroom Skills Qualification)
- NPCC/ACPO qualification In Specialist Police Search Dog Instruction. (Drugs or Explosives Search)
- Full driving licence and be able to pass an in force driving assessment.
- An ability to effectively deliver training. (This will be assessed by way of delivering a practical Police Dog Training Session)

Desirable:

- Previous experience of planning/delivering Forensic Search Dog Training.
- Previous experience of preparing and delivering development plans.
- Demonstrate an ability to effectively problem solve.
- Ability to evidence previous working in a Police Dog Training environment and the delivery of a successful Initial Police Dog Training Course within the last 12 months.

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:

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

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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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