



Derbyshire Constabulary

Job Description

INTEGRITY

RESPECT

PERFORMANCE

RESPONSIBILITY

INNOVATION

Closing Date	
HR Service Centre Contact	
Role Title	Firearms Instructor - Constable
Grade and Salary	Constable
Hours	40 hours per week
Suitable for job share or part time	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.
Department or Division	Firearms Support Section, Operational Support
Location	Wyatt's Way, Ripley
Post Reports to	Chief Firearms Instructor - Sergeant
Other Considerations	<p>The Firearms Support Unit currently operates a 2 weeks rotating shift pattern consisting of week 1, 0730-1630 Monday to Friday and week 2 being 0730-1630 Monday to Thursday. The shift pattern will be adjusted where necessary to cater for training events and operational requirements.</p> <p>Firearms Instructors are required to be part of a cadre of officers who perform the role of Firearms Tactics Advisor on a rota. This is covered in small blocks with an element of on call outside of working hours and includes weekend duties.</p> <p>Firearms Instructors are issued with a force mobile telephone for this purpose. The force also operates a web based SMS call-out facility to provide an enhanced out of hours response to firearms incidents when necessary.</p> <p>Instructors will maintain levels of fitness commensurate with the role of an ARV officer or other specialism where higher. Officers who become unable to pass the relevant job related fitness test may subsequently lose their post in accordance with relevant policy.</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:-

Post holders will design and deliver curriculum compliant training packages to Authorised Firearms Officers and other staff as well as take part in regular training, testing and reaccreditation of personnel. Post holders will also carry out any other duties necessary to achieve the aims and objectives of the Firearms Support Unit or as directed by the Chief Firearms Instructor.

Skills & Experience required:-

Essential:

- Substantive in the rank of Constable.
- Must be an occupationally and operationally competent Firearms Officer trained to a minimum of the National ARV role profile as detailed in the NPFTC Module A2 version 5.6
- Be able to pass the JRFT to level 9-4 on application
- Must have passed the National Firearms Instructor's Course
- Be a police Advanced Car driver
- Must be able to evidence occupational and operational competence at interview

Desirable:

- Authorised to drive goods vehicles up to 7.5 tonnes mgw and/or personnel carriers
- Previous training/instructional experience and qualifications
- Be a occupationally and operationally competent Firearms Tactical Advisor
- Level 4 qualification in Learning and Development or equivalent
- Any specialism as outlined in the NPFTC Module A2 version 5.6

PERSONAL QUALITIES

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

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.

<div>INTEGRITY</div> <div></div> <div></div> <div></div>	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.
	Public Service	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.
	Working with others	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.
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