



<b>Role title:</b>	Police Staff Regional Trainer
<b>Grade &amp; salary:</b>	Grade G (£24,057 - £30,195)
<b>Working hours/shift pattern:</b>	37 hours per week
<b>Additional allowances:</b>	Weekend Enhancements
<b>Location:</b>	In the vicinity of Junction 27 of the M1
<b>Post reports to:</b>	EMSOU-SB Training & Exercising Co-ordinator
<b>Suitable for job share or part time:</b>	No
<b>Other considerations (e.g. travel)</b>	<p>The successful applicant will be required to work flexibly on occasion and at short notice, due to operational requirements within the unit. This may involve some evening and weekend work, for which the appropriate allowances will be paid.</p> <p>The post holder is required to undertake training across multiple locations across the East Midlands region and other locations throughout the UK.</p> <p>Please note that the successful applicant may be expected to provide operational flexibility within the EMSOU-SB. This will mean that, during times of exceptional demand on the unit's resources, the post holder may be asked to cover other roles for which the appropriate training will be given.</p> <p>The successful applicant will be required to take a driving assessment in order to drive a pool car.</p>
<b>Date last reviewed:</b>	8 <sup>th</sup> January 2019

### Purpose and Description of Job Role:

- To plan, design and deliver local, regional and national Counter Terrorism (CT) training to unit staff and staff within Forces who work in the CT field and scenario-based CT exercises.
- To meet the wider training and development needs of the following: CT Intelligence Unit staff, Special Branch (SB) officers across the five East Midlands forces, who are part of the wider CT family and other forces / agencies who at times of emergency find themselves having to interact with CT.



### **Specific Roles and Responsibilities:**

- To develop, validate and evaluate training courses to ensure they achieve regional and national objectives, meet customer requirements and contribute to the personal development of all students.
- To plan, prepare and deliver CT training and other relevant training packages and assist where required with national scenario-based CT exercises. Facilitating opportunities for learning and personal development in accordance with the National CT Network Training Strategy and National CT Learning.
- To deliver training across the region in line with the national and regional unit requirements.
- To identify skills gaps in the region and make any recommendations to the Training and Exercising Coordinator.
- Assist the Training and Exercising team in actively reviewing and developing local, regional and national CT training provisions to ensure operational performance is maintained and developed.
- Ensure the Training and Exercising Coordinator is provided with updated information on the relevant CT training packages.
- To attend national and regional meetings relating to training and report meeting details to the Training and Exercising Coordinator, when required.
- To deputise for the Training and Exercising Coordinator, where necessary.
- To maintain and develop effective professional working relationships with partner agencies.
- To monitor the health, safety and welfare of students during courses and ensure maintenance of discipline and professional standards.

### **Skills & Experience Required:**

#### **Essential:**

- A broad, relevant experience of delivering multiple training requirements to a variety of audiences which include staff at all levels.
- Hold a training qualification to a minimum NVQ Level 3 (or equivalent) or significant experience in the delivery of training courses, with an ability to demonstrate good interpersonal and presentational skills.
- A good knowledge and understanding of current diversity issues.
- Experience of conducting training needs analysis relating to individuals, departments and organisational areas and meeting those needs.

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- Demonstrate the ability to take a flexible approach when dealing with competing demands in the workplace, managing time effectively to prioritise a diverse range of tasks and projects at once.
- To hold a full UK driving license.

#### Desirable:

- Experience of specific issues relating to delivering training in a police environment.
- An understanding of terrorism related issues including operational law enforcement and practice.
- Experience in relation to the assessment and recording of skills.
- An ability to deliver IT based training as well as standard classroom training.
- To hold, or be prepared to work towards, the NVQ Level 4 (or equivalent) training qualification, as required.

### 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 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.

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**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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