

# JOB DESCRIPTION



|                                      |  |
|--------------------------------------|--|
| Role title:                          | Police Firearms Instructor   |
| Grade and salary:                    |  |
| Hours:                               | 40 per week  |
| Department or Division:              | Firearms Support Unit, Operational Support Department  |
| Location:                            | Ripley, Derbyshire   |
| Post reports to:                     | Chief Firearms Instructor  |
| Suitable for job share or part-time: | Yes  |
| Other considerations:                | All successful applicants will be required to submit themselves for drug testing in line with the Force's Drug Policy. |
| Date last reviewed:                  | 25/02/2022   |

## PURPOSE AND DESCRIPTION OF JOB ROLE:

The Firearms Support Unit are recruiting full time National Firearms Instructors to join our team at Derbyshire Police Headquarters. You will be designing and delivering training to Authorised Firearms Officers, Student Officers, Firearms Commanders and other subjects to comply with nationally mandated requirements.

## SPECIFIC ROLES AND RESPONSIBILITIES:

To support in the research, design, planning and delivery of training across the broad spectrum of armed policing in compliance with national standards, health and safety requirements and Force policy.

To undertake the responsibility of Range Safety Officer, Range Conducting officer, Exercise Safety Officer and Exercise Conducting Officer, ensuring standards of safety and good practice are consistently applied and adhered to.

To ensure that all reports and documents relating to training delivery are completed in a timely fashion and stored securely by appropriate means in compliance with legislation and Standard Operating Procedures.

To monitor the welfare and health and safety of students. Lead by example in setting and maintaining standards of professionalism and adherence with the Code of Ethics.

To remain an occupationally and operationally competent Armed response officer in order to provide support to armed policing deployments.

To maintain a level of fitness and medical standards in line with the ARV role profile as detailed by the NPFTC.

To be part of a cadre of officers who perform the role of Firearms Tactical Advisors on a rota. Any applicant who is not already qualified will be required to attend a Firearms Tactical Advisors course.

Any other duties commensurate with the role as may reasonably be required by the Chief Firearms Instructor to fulfil the Firearms training programme.

## SKILLS AND EXPERIENCE REQUIRED:

### Essential:

- Substantive in the rank of Constable
- Must be a current and competent National Firearms Instructor.
- Must be a current occupationally and operationally competent Authorised Firearms Officer trained to a minimum of the National Armed Response Vehicle role profile as detailed in the NPFTC
- Candidates must be able to produce a training record endorsed by their CFI
- Hold a current UK Driving Licence and be willing to undertake Advanced Driver Training
- Demonstrate an in-depth knowledge of armed policing
- Demonstrate knowledge relating to Authorised Professional Practice – Armed Policing.

### Desirable:

- Firearms Specialist training experience as outlined in the NPFTC
- Hold an Institute of Occupational Safety and Health (IOSH Managing safely qualification).
- Be an occupationally competent Firearms Tactical Advisor

## 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 and 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 and 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 and 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.

Doing the right thing | Making a difference | Shaping the future