



Role title:	Crime Scene Investigator Tier 1
Grade & salary:	Grade F (£21,084 - £26,802)
Working hours/shift pattern:	37 per week
Additional allowances:	
Location:	CSI Strategic or Tactical Base within the regional area.
Post reports to:	Operations Manager (day to day supervision via Tier 3 CSI)
Suitable for job share or part time:	Yes – full time or job share
Other considerations (e.g. travel)	

Date last reviewed:

Purpose and Description of Job Role:

To provide a Crime Scene Investigation capability across the East Midlands Region ensuring a comprehensive, efficient and effective service is delivered for local and regional crime scene examinations by maximising the forensic opportunities to aid the investigative and criminal justice processes.

Specific Roles and Responsibilities:

- To provide Crime Scene Examination functionality to volume crime scenes whilst maximising forensic opportunities for the investigative process.
- To provide support under supervision, to complex, serious and major crime scenes as required ensuring the successful completion of any forensic examination to the appropriate forensic strategy level.
- To work within the principles of ISO9001:2008 certification and support the implementation and accreditation for ISO 17020 across the CSI functions, to ensure delivery of, conformance to and accreditation in quality standards.
- To maintain personal career development profile, training records, and competence against agreed National Occupational Standards and CSI Technical Procedures.
- Work with Managers to identify opportunities to develop capabilities, exploit innovation and deliver efficiencies, whilst demonstrating value for money.
- To participate in specialist CSI work streams for DVI.
- To work within Risk Assessments in line with force and regional Health and Safety policies and National Legislation.

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- To ensure that the CSI equipment, estate, vehicle fleet and consumables are current, fit for purpose and available and where required, liaise with internal and external partners.
- To attend Court as required, providing evidence and justification on actions, decisions, findings and conclusions.
- To form part of the regional Crime Scene Investigation team and contribute effectively to the development and direction of EMSOU-FS undertaking work and projects as required.
- To uphold the EMSOU Values and Behaviours.
- To undertake any other duties commensurate to the role as directed by the Head of Operations or Operations Managers.

Skills & Experience Required:

Essential:

- Demonstrable knowledge, in crime scene examination and related forensic processes.
- Experience at working in a logical, methodical manner, even when under pressure.
- The ability to monitor and analyse data, form conclusions and make recommendations providing both written and verbal reports.
- The ability to negotiate and influence discussions, decisions and change by communicating effectively with internal and external partners and agencies across a variety of levels and disciplines.
- To hold a full UK driving licence, access to own transport for work purposes and the ability to pass the Police driving test for the CSI Fleet.
- To be physically fit, have good eyesight and be able to work in confined or demanding environments.
- Be flexible in terms of base and be prepared to work peripatetically across the regional area.
- To keep up to date with current developments and future innovations in forensic related matters.
- Demonstrate the ability to be flexible and adapt to changing work situations and workloads to deliver in a timely manner.
- To contribute to the Elimination Databases for DNA and Fingerprints.

Desirable:

- To be a fully qualified and experienced Crime Scene Investigator (Stage 1 CSI or equivalent).
- To hold a related Scientific Qualification and or a Photographic Qualification.
- To have experience of carrying out Dynamic and working within full Health and Safety Risk Assessments.
- Experience of using computer systems to include Microsoft Office Suite, Case Management, Command and Control and other Police systems.

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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.

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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