

D/Constable - CID Job Family – Constable

Rank: Constable	Department: CID
Location: Locations across the force area	Security Vetting: MV & CTC

Role Purpose
Responsible during the duty period for attending to all tasks allocated by the Force or Territorial Policing Areas (TPA's)
Key Accountabilities
<p>Role Specific</p> <ol style="list-style-type: none"> To ensure the efficient and cost effective use of resources. To deal promptly and efficiently with the investigation of crime and kindred offences as directed by the Force Investigation Model and CID supervisors. To maintain a close liaison with neighbourhood policing and response uniform officers and assist them with the investigation of crimes allocated to them as per the Force Investigation Model. <p>Role Generic</p> <ol style="list-style-type: none"> Gather and handle information, intelligence, and evidence, from a variety of sources, in line with legislation, policies and guidance, taking the appropriate action to support investigations, law enforcement and criminal justice proceedings. Interview victims, witnesses and suspects in relation to appropriate crimes and investigations, to gather information that has the potential to support law enforcement objectives. Conduct first line analysis of information, intelligence and evidence to determine significance, generate lines of enquiry, inform decision making and support evidence based policing. Justify and professionally account for actions to ensure adherence to legal frameworks and key working principles, policies and guidance. Identify opportunities for and support the exploration of new ways of working and innovation in policing, applying critical thinking to identify solutions to problems in line with evidence based practice within own area of work. Support the implementation of evidence based policing initiatives by championing and applying relevant approaches to own, the team's and/or stakeholder practice. Comply with Dyfed-Powys Police Policies on Staff Development, Development Assessment Profile (DAP), Equal Opportunities, Health & Safety, Management of Police Information, Data Protection and Information Security and act in accordance with Force Guidance documents and protocols.
Professional Registration / Licenses
Assessed competence against relevant professional standards for this role is required to achieve PIP 1 accreditation. Maintenance of this accreditation requires the demonstration of continued competence against professional standards as well as evidence of CPD, in line with the College's CPD Model.
Prior Education
<ul style="list-style-type: none"> Typically a constable is likely to have achieved a Level 3 qualification (or equivalent) prior to entry. Completed mandatory assessments on recruitment. Policing Education and Qualification Framework (PEQF) - From March 2019 new entrants will be required to achieve a Level 6 qualification. This could be from a Level 6 Police Constable Degree Apprenticeship, Degree Holder Entry Programme or a Pre-join Professional Policing Degree.
Continuous Professional Development
<ol style="list-style-type: none"> Maintain PIP Level 1 accreditation by recording evidence of recent experience of conducting different types of volume and priority investigations Keep up-to-date with new and developing legislation (including current guidance on disclosure) and current national policing priorities e.g. vulnerability, that may impact upon ongoing investigations. Keep up-to-date with new approaches to evidence-based policing and apply these to working practices. Maintain a working knowledge of how technology might facilitate offenders to commit crimes. Maintain a working knowledge of how other government agencies, such as the National Crime Agency (NCA) and Her Majesty's Revenue & Customs (HMRC), can assist in the investigation of cases. Ensure that case file management follows current best practice. Ensure that investigative interviewing techniques are developed and maintained. Complete annual and mandatory training on Stop and Search (Warranted officers only). Work closely with colleagues in Intelligence, in order to develop procedures to support turning intelligence into evidence.

10. Understand and develop knowledge of other roles within policing e.g. work alongside colleagues in a different department to further operational knowledge of one other's roles.
11. Regularly share best practice for investigations with colleagues e.g. contribute to relevant POLKA communities or deliver informal briefings.
12. Attend and participate in both formal and informal learning and development events e.g. peer teaching opportunities, forced training

Note: This role profile is provided to give post holders a broad outline of the job activities of this post. Dyfed-Powys Police may require other duties to be undertaken which are not necessarily specified on the role profile but which are commensurate with the rank. The role profile may be amended from time to time within the scope and level of responsibility relevant to this post.

Skills / Attainments [to be evidenced on application]		Application	Interview
Role Specific	1. Must have experience of policing within an operational environment. (E)	X	X
	2. Must have passed ICIDP process including successfully undertaking the National Investigators Examination (E)	X	
	3. Must have successfully carried out a three month CID aide attachment. (E)	X	X
	4. If applicants are applying outside of the Career Pathway i.e. do not meet attainment 1, there is a requirement that they meet both attainment 3 and 4. (E)	X	
Role Generic	5. Must have strong communication skills with the ability to set out logical arguments clearly and adapt language, form and message to meet the needs of different people/ audiences (E)	X	X
	6. Must have good team working skills demonstrating awareness of individual differences and providing support as required (E)	X	X
	7. Must be able to proactively develop effective working relationships with colleagues, partners and other stakeholders, understanding their needs and concerns (E)	X	X
	8. Must be able to identify the drivers of behaviour, acting with discretion and emotional intelligence to manage conflict and defuse difficult situations (E)	X	X
	9. Must have proven problem solving skills with the ability to identify cause and effect and develop a course of action signed to target root causes as well as manage impacts (E)	X	X
	10. Must be able to interpret and apply guidance to a specific activity (E)	X	X
	11. Must be able to critically question and identify potential opportunities to enhance efficiency and/or effectiveness within own area of work (E)	X	X
	12. Must be able to identify, analyse and manage risk to inform balanced, proportionate, evidence based decisions (E)	X	X
	13. Must be able to review and reflect on own performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role (E)	X	X
	14. Must have good time management skills with the able to appropriately prioritise and plan own work (E)	X	X
	15. Must have the ability to communicate through the medium of Welsh to Level 1 or be prepared to achieve this within 6 months of appointment (E) [Click here for the DPP Welsh Language requirements]	X	

KEY: (E) – Essential / (D) – Desirable

Please Note: At interview candidates will be assessed against the criteria detailed in the following link [Click here](#). Further details on the interview process are provided as part of the candidate information pack.