Detective Chief Inspector
Job Family – Chief Inspector

| Rank: Chief Inspector | Department: |
| Location: Territorial / Headquarters | Security Vetting: MV & CTC |

**Role Purpose**

A senior middle manager responsible for co-ordinating the work of teams of sworn constables, sergeants, inspectors and police staff or managing a department with specific geographical or functional responsibility to provide specialist crime investigation support across the force.

**Key Accountabilities**

**Role Specific**

1. To provide leadership and direction to staff under your operational command.
2. To undertake the role of Force SIO for major crime requiring his/her level of expertise.
3. To ensure the best use of resources for criminal investigation and intelligence pro-active targeting operations including the identification of trends, targets and strategic planning.
4. To provide mentoring, guidance and support to staff involved in crime management and investigations.
5. To provide effective tactical and strategic leadership in response to serious and complex crime.
6. To continuously monitor, evaluate and co-ordinate action to deliver performance in line with the Police & Crime Plan and National Objectives.
7. To oversee and direct the deployment of resources through local and Force tasking and co-ordinating structures to ensure an appropriate response to changing demands and crime trends.
8. To manage staff under your command so as to maximise efficiency, morale and discipline, paying particular attention to establishment, attendance, welfare, the management and development of staff and performance.
9. To be responsible for the implementation of policy and all aspects of operational performance within the areas of strategic responsibility; to include monitoring of working practices to ensure value for money.
10. To work in partnership with Uniform Policing, Central Operations and other departments to ensure effective support to local policing issues.
11. To work with partners to deliver a co-ordinated multi-agency response to critical issues affecting quality of life issues at a local level, thereby maintaining the trust and confidence of our communities.
12. To undertake audit functions as necessary to ensure standards of quality and compliance.

**Role Generic**

1. Plan, manage and monitor specialist operational policing activity managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources.
2. Lead, motivate and engage large and diverse teams of inspectors, sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team.
3. Contribute to the setting, monitoring and assessment of team key performance indicators (KPIs) to support the achievement of wider objectives.
4. Set, monitor and assess KPIs for individual team members in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals.
5. Identify and manage initial responses to serious and complex crime in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery.
6. Manage large teams, directing and monitoring workloads in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime.
7. Manage budgets for operations and overtime to ensure best use of available resources and value for money.
8. Analyse performance data and information against team objectives in order to report against performance management measures and inform workforce planning.
9. Identify, manage and mitigate operational threats and risks in line with national guidance and operational policing plans to maximise the safety and wellbeing of officers, staff, and the public.
10. Develop and maintain relationships with communities and multi-agency partners to drive collaboration and inform policing priorities and plans.
11. Lead the analysis and evaluation of existing processes and practices within own area of work in order to identify and implement opportunities for change and innovation, promote best practice and enable continuous improvement in evidence based policing within teams.

Updated on 09/08/2019
Professional Registration / Licenses

- Assessed competence against relevant professional standards for this role is required to achieve PIP 3 accreditation. Successful completion of the SIO programme will result in entry onto the PIP 3 SIO Register.
- 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 Model.

Prior Education

- Significant experience in conducting serious and complex investigations as Investigative Manager.
- Be prepared to successfully complete the SIO Development Programme Core and Major Crime Modules and portfolio.
- Awareness of HOLMES or Major Incident room standardised administrative processes for effective case management.
- Experience of making challenging decisions using appropriate decision making models.
- Knowledge and understanding of relevant legislation, policies, procedures, the Code of Ethics criminal and common law.
- Experience of managing parallel proceedings.

Continuous Professional Development

1. Ensure a record of recent experience of conducting different types of serious and complex investigations effectively, e.g. homicide, CSE/A, complex public protection and/or serious fraud, is maintained and evidences the knowledge and skills that you have gained as part of maintaining PIP Level 3 accreditation.
2. Continually seek to maintain and enhance the knowledge and skills of both the team and individuals to ensure competence in role. This should include identifying individual needs and opportunities for development and using a variety of activities to improve performance, including the promotion of CPD activities, where necessary.
3. Offer your skills, knowledge and expertise as a ‘critical friend’ to SIOs leading on different investigations, where relevant.
4. Regularly share best practice for investigations with colleagues e.g. contribute to relevant POLKA communities or deliver informal briefings in force.
5. 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 and work to develop networking skills.
6. Ensure representation at relevant partnership and/or multi-agency meetings where necessary, and contribute where appropriate.
7. Work closely with colleagues in Intelligence, in order to develop strong procedures relating to turning intelligence into evidence.
8. Where appropriate develop relevant knowledge and experience of covert policing tactics and how these can support an investigation.
9. Coach and/or mentor less experienced colleagues e.g. PIP2 Investigators and PIP2 Supervisors and deliver training sessions to support learning and development.
10. 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 on investigations.
11. Keep up-to-date with all technological advances that might facilitate offenders in committing crimes.
12. Understand the impact of the IOPC (Independent Office for Police Conduct) Learning the Lessons reports relating to investigation, e.g. importance of case file management.
13. Familiarise yourself with other relevant IOPC reports, e.g. Police use of force: evidence from complaints, investigations and public perception and relevant HMICFRS (Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services) reports e.g. PEEL Assessments.
14. Keep up-to-date with guidance on conducting the Development Assessment Profile (DAP) process and apply this to your work.
15. Ensure knowledge of any line-manager responsibilities in relation to Assessment and Recognition of Competence (ARC) procedures and apply to your work.
16. Maintain knowledge and skills relating to work-based assessments in order to conduct these when necessary.

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]

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<tr>
<th>Role Specific</th>
<th>Application</th>
<th>Interview</th>
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<tbody>
<tr>
<td>1. Must be a Substantive Inspector applying for Promotion or a Substantive Chief Inspector. (E)</td>
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<td>2. Must be experienced in the policing of Major Crime and the use of Major Incident Rooms. (E)</td>
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<td>3. Must have successfully completed the ICIDP programme. (E)</td>
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<td>4. Must have successfully completed the SIO programme or be willing to achieve this within a reasonable timeframe. (E)</td>
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<td>5. Must show evidence of continuous professional development (E)</td>
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<td>6. Must be able to travel throughout the force area (E)</td>
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<td>7. Must be able to plan to short and medium-term cycles, to coordinate a range of activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery. (E)</td>
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<td>8. Must be able to develop and implement an effective stakeholder relationship plan which develops trust and enables contributions. (E)</td>
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<td>9. Must be able to engage a variety of audiences through a range of media to inform and/or persuade. (E)</td>
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<td>10. Must be skilled in setting, monitoring and enabling high performance against team and individual performance objectives. (E)</td>
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<td>11. Must be able to identify potential applications of new or improved practices related to own area of work to improve ways of working. (E)</td>
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<td>12. Must be able to contribute to resource planning, to manage financial budgets and utilise commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated. (E)</td>
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<td>13. Must be able to seek out and identify a range of information to identify patterns, trends and options, to solve multifaceted and complex problems (E)</td>
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<td>14. Must be skilled in coaching and mentoring to enable appropriate career and professional development (E)</td>
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<td>15. Must be able to lead the delivery of change initiatives within a complex team. (E)</td>
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<td>16. Must be able to maintain personal resilience and wellbeing in complex and challenging situations and enable others to develop their own personal resilience and wellbeing. (E)</td>
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<td>17. 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]</td>
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**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.