

<b>Post Title:</b>	<b>Police Training Support Manager</b>	<b>Post No:</b>	<b>006771</b>
<b>Organisation Unit:</b>	<b>School of Social Sciences , Department of Sociology</b>		
<b>Grade:</b>	<b>H – Salary £33,199 - £37,345</b>	<b>Date Compiled:</b>	<b>August 2019</b>

<b>Attributes</b>	<b>Essential *</b>	<b>Desirable</b>
<b>Knowledge</b>	<p>Understanding of the major subject areas within the Policing discipline and knowledge of the PEQF.</p> <p>Detailed knowledge of <b>One</b> or more of the following areas to undergraduate level.</p> <ul style="list-style-type: none"> <li>• Police Training and Practice</li> <li>• Police/Academic collaboration in an HE context;</li> </ul> <p>Specialist knowledge in at least <b>one</b> of the following fields:</p> <ul style="list-style-type: none"> <li>• Digital Policing</li> <li>• Public Protection</li> <li>• Intelligence</li> <li>• Police Leadership</li> <li>• Counter Terrorism</li> <li>• PIP 2 <b>OR</b> above Interviewing Skills</li> <li>• Knowledge of Legislation applicable to police practice.</li> </ul>	<p>Detailed knowledge of contemporary teaching practices within Higher Education (HE).</p> <p>Knowledge of working with Policing or Police Apprenticeship Programmes in the context of Higher Education.</p>
<b>Skills</b>	<p>Good interpersonal skills and an ability to communicate complex ideas effectively to students using a variety of teaching methods, thereby enhancing the student experience.</p> <p>Ability to develop effective, collaborative working relationships with colleagues from different professions across an organisation, in order to advise and develop effective solutions to identified issues.</p> <p>Good administrative, IT, and analytical skills.</p>	<p>Ability to engage with student support provisions and provide pastoral care to students and/or staff.</p> <p>To have attended the national police trainers' course.</p> <p>To be a qualified police trainer who has worked within a higher education establishment.</p>

	<p>To have been a qualified Police Trainer with experience of training police officers within the last 5 years.</p> <p>To be an A1 Assessor.</p>	To have designed or developed blended learning programmes.
<b>Experience</b>	<p>Proven Industry and/ or Higher Education teaching or practice experience in Policing in <b>one</b> or more of the following areas:</p> <ol style="list-style-type: none"> <li>1. Contemporary Policing Practice within the last 5 years;</li> <li>2. Experience of delivering teaching/training to Police within the last 5 years within a higher or further education setting.</li> </ol> <p>Specialist police practice in at least <b>two</b> of the following fields:</p> <ol style="list-style-type: none"> <li>1. Knowledge of Legalisation applicable to police practice.</li> <li>2. To have worked on IPLDP or IL4SC programmes within the last 5 years.</li> <li>3. To have knowledge of the PEQF curriculum at PCDA/DHEP or PreJoin level.</li> <li>4. To have developed courses for police recruits in a practice-based setting.</li> </ol> <p>Leadership of initiatives or projects involving partner organisations, and innovative design and delivery.</p>	<p>Specialist police practice in at least <b>One</b> of the following fields:</p> <ul style="list-style-type: none"> <li>• Digital Policing</li> <li>• Public Protection</li> <li>• Intelligence</li> <li>• Police Leadership</li> <li>• Counter Terrorism</li> <li>• PIP 2 <b>OR</b> above Interviewing Skills</li> </ul> <p>To be a serving or recently serving police officer with recent experience to have worked on IPLDP or IL4SC programmes within the last 5 years.</p>
<b>Qualifications &amp; Professional Recognition</b>	<ul style="list-style-type: none"> <li>• To have a relevant training qualification obtained through police training coupled with practice experience within Policing/Police Training</li> </ul>	Relevant qualification / certification to work within this area.

Competencies	COMPETENCY - ESSENTIAL	LEVEL	COMPETENCY - DESIRABLE	LEVEL
	<p><b><u>Organisation and delivery</u></b> Plans time taking account of organisational priorities and other colleagues' work roles to achieve results</p> <p><b><u>Team working</u></b> Contributes to team development, seeking and testing improvements to the team's outputs/service</p> <p><b><u>Communicating and influencing</u></b> Communicates effectively with a wide range of diverse internal and external stakeholders, influencing and negotiating change. Networks internally to keep ahead of developments</p> <p><b><u>Creativity and Innovation</u></b> Reviews, tests and implements new concepts, models and approaches to practice in support of service implementation and delivery</p>	<p><b>2</b></p> <p><b>2</b></p> <p><b>3</b></p> <p><b>3</b></p>	<p><b><u>Making informed decisions</u></b> Uses analyses, reports and data to test the validity of options and assess risk before taking decisions. Ensures optimum decisions are taken</p> <p><b><u>Customer focus</u></b> Works to identify customer needs. Seeks feedback and develops service delivery accordingly. Influences and develops ideas to enhance customer satisfaction</p>	<p><b>2</b></p> <p><b>2</b></p>
<b>Person Specification drawn up by:</b>	Phillip Rudkin (Principal Lecturer in Policing)		<b>Date:</b> August 2019	
<b>Approved for department by:</b>	Human Resources		<b>Date:</b> August 2019	

\* Please note: in compliance with our obligations under the Immigration, Asylum & Nationality Act 2006, we will require to check original documentary proof of eligibility to work in the UK