

ROLE PROFILE	SERIOUS VIOLENCE REDUCTION OFFICER	 Devon & Cornwall POLICE 
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SECTION 1: PRINCIPAL RESPONSIBILITY

Principal Responsibility	<p>The principal responsibility of the role is to lead the approach to learning from serious violence and homicide, supporting system wide changes to reduce the risk of harm across Devon, Cornwall and the Isles of Scilly.</p> <p>In particular to:</p> <p>To be accountable for and provide leadership and management of the new Rapid Debrief Process, to include implementation of a new framework, methodology and governance for conducting reviews.</p> <p>Lead the rapid review debrief processes, facilitating discussions and engaging with internal and external stakeholders to contribute to the process at both practitioner and strategic level.</p> <p>Build resilient professional relationships with partners in order to deliver the debrief and recommendations for improvements; both in written and verbal format.</p> <p>To monitor and review implementation of recommendations from the debrief process.</p> <p>Provide specialist advice as a credible and professional investigator to others within the organisation and partners; to include improvements in practice, risk management and safeguarding.</p> <p>Collaborate with the SVP Programme Director and Performance Analysts in order to deliver, develop and evaluate the rapid debrief process.</p> <p>Support in the delivery of statutory reviews.</p>				
Role Type/Family	Police Staff	Grade	8	Vetting Clearance	MV+SC
Medical Assessment	Standard			JE Ref.	C706
Political Restrictions	None specific to this role				
Role-Specific Training and CPD to be undertaken.	HOLMES familiarisation Facilitator Training Review Officer / De-brief Training				

SECTION 2: ESSENTIAL CAPABILITIES & EXPERIENCE *(For selection purposes)*

Formal Qualifications required	<ul style="list-style-type: none"> Degree level education or equivalent, relevant professional experience. Current or previous PIP2 or PIP3 accreditation
Essential experience and specialist skills	<ul style="list-style-type: none"> Extensive experience of leading major/serious/complex investigations

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and knowledge	<p>as a PIP 2 or PIP 3 investigator.</p> <ul style="list-style-type: none"> • Extensive experience and proven skills in the application of Criminal Procedure and Investigations Act 1996. • Ability to critically analyse vast amounts of information from a variety of sources. • Knowledge of organisational structure in policing, including command and control systems and ability to navigate policing IT systems. • Knowledge and experience of managing threat / risk and harm assessments and mitigation to ensure protection of the public from a policing and partnership perspective. • Understanding of the Homicide Prevention framework published by the College of Policing. • Experience of building and maintaining working relationships with partners in public and private sector. • Proven ability to work at strategic level informing strategy and organisational change. • Ability to prioritise work and competing priorities that may change over time. • Excellent communications skills with an ability to present complex information both verbally and in writing. • Understanding of national decision-making model and code of ethics. • Knowledge of Major Incident Room Procedures and Major Crime Investigation Manual. • Use of Microsoft Office suite to high standard. 	
Essential Behavioural Competencies	<ul style="list-style-type: none"> • Effective communication • Teamworking • Problem Solving • Planning and organising 	<ul style="list-style-type: none"> • Personal Responsibility • Openness to change • Negotiating and influencing • Strategic Perspective

SECTION 3: BEHAVIOURS

Effective communication (CAT A)

Explains complex issues, making them easy to understand. Makes sure that important messages are being communicated and understood throughout the organisation

Teamworking (CAT A)

Creates working partnerships inside and outside the organisation. Develops links with outside stakeholders to get different views. Develops strategies to help people work together to achieve organisational goals.

Problem solving (CAT B)

Gathers information from a range of sources to understand situations, making sure it is reliable and accurate. Analyses information to identify important issues and problems. Identifies risks and considers alternative courses of action to make good decisions.

Planning and organising (CAT C)

Plans and carries out activities in an orderly and well-structured way. Prioritises tasks, uses time in the best possible way, and works within appropriate policy and procedures.

Personal responsibility (CAT B)

Takes personal responsibility for own actions and for sorting out issues or problems that arise. Is focused on achieving results to required standards and developing skills and knowledge.

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Openness to change (CAT B)

Supports, promotes and puts into practice change. Introduces new ways of doing things and encourages others to accept them. Overcomes barriers to change

Negotiation and influencing (CAT B)

Uses logic and reason to influence others. Persuades people by using powerful arguments. Identifies clear aims in negotiations and achieves satisfactory outcomes.

Strategic Perspective (CAT B)

Concentrates on issues that support the broad organisational strategy. Maintains a broad view, and understands and considers the interests and aims of other units or outside organisations.