



Police Inspector Job Description

Job Title:	Police Inspector		
Department:	Emergency Services	Section:	Royal Falkland Islands Police
Reports to:	Chief Police Officer		

Job Purpose

To manage the day-to-day operation of the Royal Falkland Islands Police, by providing energetic, visible, accessible and professional leadership in order to ensure the delivery of an excellent quality of service to the community and to the achieve the aims of the departmental business plan and the Islands Plan. To embed a strong community based approach to policing the islands.

Main Accountabilities:

Ensure that best value is made of all operational and support resources:

- To preserve the peace, maintain law and order, apprehend offenders, protect life and property and generally assist the public.
- Deputise for the Chief of Police in their absence off-island.
- Carry out the duties of an inspector and lead the force in the following areas:

Personnel Matters

- Demonstrate strong leadership. Promote and maintain high standards throughout the Service.
- Promote and maintain high levels of morale and monitor the wellbeing of all staff.
- Compile and write reports as directed by the Chief of Police.
- Oversee investigations and manage complaints against police, preparing and submitting reports to the Chief of Police as required.
- Manage performance issues in line with the Royal Falkland Islands Police (RFIP) values.
- Ensure an effective appraisal system and the continual professional development of all staff.
- Develop training pathways for staff, supported through coaching to aid the development of individual officers and the Service.

Intelligence Matters

- Support the on-going implementation and development of a criminal records and intelligence system thereby ensuring the collation and dissemination of information using the National Intelligence Model.



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Main Accountabilities: *(continued)*

Operational Matters

- Manage firearms operations as Tactical Firearms Commander (TFC).
- Provide supportive leadership to Sergeants and the Service.
- Oversee and support serious/complex investigations as the Senior Investigating Officer.
- Supervise and support the Senior Clerk (direct report).
- Ensure effective delivery of a 24/7 control room.
- Deliver community policing through a customer-focused approach.
- Direct the formation, supervision and actioning of specific operations; as approved by the TCG.
- Be responsible for effective police participation in multi-agency meetings (MAPPA, MARAC, NIM, CSAE & Court User Group).
- Develop strong relationships across the Falkland Islands Government, the British Forces South Atlantic Islands and the voluntary sector.
- Quality assure all investigations, ensuring prosecution files achieve a high standard for both Magistrates and Supreme Court.
- Perform the duties of incident commander or other roles (this includes exercise/training), in the event of a major or specialised incident as directed by the Chief of Police or other senior manager.
- When required perform on call duty manager role, on a rota basis, through visible leadership supporting staff and being accessible.
- Conduct reviews on detained persons in accordance with the Codes of Practice published under the Criminal Procedure and Evidence Ordinance 2014.
- Responsible for the Liquor and Firearms Licensing policy and procedures.
- Ensure new legislation is disseminated to officers and that it is interpreted and applied correctly.



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Main Accountabilities: *(continued)*

Administrative Matters

- Responsible for overseeing the police estate ensuring standards are maintained.
- Carry out regular reviews of the property stores and ensure lost/found and other property, including exhibits are managed correctly.
- Conduct internal audits as directed by the Chief of Police.
- Ensure shift rotas are meeting the needs of the community and abstraction rates are appropriately managed to ensure continuity of service.
- Exercise strong financial management including management of overtime and other budget heads.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Additional Information:

There is a requirement for the post holder to perform on call duties as part of the Senior Management Team which includes working evening shifts at weekends unless varied by the Chief of Police or Director of Emergency Services and Island Security (DEIS). This will be compensated with time off in lieu. In addition, the post holder may be required to work during other unsociable hours, including weekends and public holidays and must be available in the event of a major incident. The post holder will be required to wear full police uniform.

Criminal Record Checks: This post is regarded as sensitive

All applicants for Government posts will be asked to disclose previous convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.



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Person Specification:		Police Inspector		
Criteria	Essential	Desirable	Assessment Method	
Education and Qualifications:				
Good general education (minimum GCSE/CSE/O level or equivalent) – must include maths and English.	✓		A	
Must have successfully passed the UK College of Policing NPPF Inspectors legal exam	✓		A	
Qualified as a Tactical Firearms Commander or be willing to undertake training to perform the role of TFC.	✓		A/I	
Hold a full driver's licence, (being able to drive both manual and automatic vehicles).	✓		A	
Recognised Supervisory or Managerial Qualification(s).		✓	A	
Knowledge, Skills & Experience:				
Minimum of 5 years' experience as a substantive police sergeant with evidence of having performed the role of acting/temporary inspector for at least 6 months in the previous 5 years or substantive inspector or above within the last five years.	✓		A/I/R	
Ability to produce reports for senior management and elected members; drawing on different information sources and respecting confidentiality.	✓		A/I/R	
Crime investigation and other key operational skills; for example- firearms, public order, hostage negotiator etc.	✓		A/I/R	
Community policing supervisory experience and/or experience of training.	✓		A/I/R	
Strong interpersonal skills and good communication skills, (both verbal and written).	✓		A/I/R	
Solid presentational, verbal reasoning and numeracy skills.	✓		I/R	
Proven record of problem solving.	✓		I/R	
Experience of managing operations successfully.	✓		I/R	
Experience of managing projects successfully.		✓	I/R	
Possess a comprehensive knowledge of all relevant criminal and administrative law and procedure and their application in the Falkland Islands.		✓	A/R	



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Knowledge, Skills & Experience:			
Senior Investigating Officer experience or a minimum of 5 years as Detective Sergeant.		✓	A/I/R
Knowledge of the Royal Falkland Islands criminal justice system and police organisation and structure, including IT systems.		✓	A/I/R
Proven budget management experience.		✓	A/R
A track record of working successfully in a complex political and stakeholder environment.		✓	A/I/R
Personal Attributes			
Keen observational skills, (an eye for detail).	✓		I
A methodical approach to work.	✓		I
Good problem solving and analytical skills.	✓		A
Ability to think innovatively and implement change.	✓		I/R
Ability to priorities workload.	✓		I/R
Able to deal credibly with members of the community, general public and Elected Members.	✓		I/R
Experience of coordinating the activities of others to achieve a common goal.		✓	A/I/R

Method of assessment: A - Application Form I - Selection Interview R - Reference