



Falkland Islands Government – Job Description

Job Title:	Detective Constable (CID)		
Department:	Emergency Services & Island Security	Section:	Royal Falkland Islands Police
Reports to:	Detective Sergeant		
Grade:	Falkland Islands Government – Grade E1		

Overall summary of the role:

The post holder will assist the Detective Sergeant in managing the day-to-day operation of the Criminal Investigation Department within the Royal Falkland Islands Police Service, by providing energetic, visible, accessible and effective team work in order to ensure the delivery of an excellent quality of service to the community and to achieve the aims of the departmental Business Plan and the wider Islands Plan.

The post holder will also be expected to support embedding a strong community based approach to policing the islands, investigate all reports of crime, prepare case files and make recommendations to support and assist the Attorney General's Chamber in the prosecution of criminal cases in the Magistrate's and Supreme Courts of the Falkland Islands.

Key role activities:

The Detective Constable is responsible preserving the peace, maintaining law and order, the apprehension of offenders, the protection of life and property, and generally to assist the public when required.

The main duties of a Detective Constable are outlined below under their respective headings:

Personnel Matters

- ❖ Maintain a high standard of self-discipline and self-motivation acting as a role model for officers and staff.
- ❖ Support RFIP by increasing local capacity and capability in terms of the continuous professional development of self and others.
- ❖ Undertake key operational matters and prepare reports for senior officers as and when required.

Intelligence Matters

- ❖ Assist the Detective Sergeant in delivering an intelligence function to ensure the accurate collation, assessment, development and timely dissemination of information of operational significance.

Operational Matters

- ❖ Undertake serious and/or complex investigations and act as the investigating officer as and when required.
- ❖ Conduct other crime, coronial enquiries and investigations as required.
- ❖ Identify and record criminal offences in line with the crime management policy.



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- ❖ Take evidential statements and compile reports and associated paperwork as directed.
- ❖ Carry out the functions of Special Branch officer at MPA as required.
- ❖ Liaise with the Law and Regulation department on matters relating to the charging of offenders and the prosecution of criminal cases in the Magistrate's, Supreme and Coroner's Court.
- ❖ In the event of a Major Incident, take on the role of investigating officer, as well as duties directed by the Detective Sergeant.
- ❖ Support and assist with training for uniform constables and reserves.
- ❖ Perform 'on call' duties in relation to all CID matters.
- ❖ Manage property, observing safe practice in relation to the use of hazardous materials.
- ❖ Ensure safe use of all police vehicles and equipment at all times.
- ❖ Maintain personal clothing and equipment items to a high standard.
- ❖ Identify requirements for specialist investigation equipment and replenish stocks of consumables and ensure that timely demands are submitted to the Senior Clerk for procurement action.
- ❖ Work with local partners and other agencies and undertake enquiries with overseas police services and technical support agencies as required.
- ❖ Update and maintain all relevant CID records and other RFIP information databases such as OTRCIS (Overseas Territories Regional Criminal Intelligence System).
- ❖ Understand RFIP Standing Orders and comply with Code of Ethics, local and adopted legislation and standards of good practice, as well as policies and instructions.
- ❖ Be aware of, and act in accordance with, RFIP and FIG policies, on equal opportunities, health and safety and data protection.
- ❖ Liaise with Joint Service Police & Security Unit (JSPSU) and maintain and develop good working relationships with the military.

Administrative Matters

- ❖ The job holder is required to build and maintain an extensive knowledge of the criminal and associated administrative law of the Falkland Islands and must be able to understand, interpret and apply it.
- ❖ Give technical and procedural advice to officers to support them in their development.
- ❖ Maintain their knowledge of new or supplementary legislation that is brought into law on the Falkland Islands and ensure where required this is cascaded onto others.



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General Matters

- ❖ Undertake lawful orders and carry out such tasks as directed.
- ❖ Undertake other such duties as directed by the Chief Police Officer.
- ❖ Provide help and assistance to the general public as and when required.

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:

The post holder will be expected to travel to any part of the islands to carry out their duties. The post holder will also There will be a requirement to work on a shift pattern unless varied by the Chief Police Officer which will mean working unsociable hours, including weekends and public holidays and the post holder must be available in the event of a major incident if on the Falkland Islands.

If required for operational reasons, the post holder will also be expected to wear the full police uniform of the Royal Falkland Islands Police.

Criminal Record Checks - This post is regarded as sensitive

All applicants for Government posts will be asked to disclose 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:	Detective Constable (CID)		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills and Experience:			
Must have extensive police investigative experience within a CID unit or specialist investigatory department	✓		A/I/R
Must be PIP2 qualified or equivalent, having successfully passed the UK National Investigatory Exam or hold an equivalent recognised police investigatory qualification	✓		A/I/R
Ability to ensure that all local ordinances and applied other relevant criminal law is being interpreted and applied correctly including new legislation	✓		A/I/R
Good at providing a high level of service to the public i.e. maintains regular contact with the public, working out what they need and responds/updates them in a timely manner.	✓		A/I/R
Provides a high level of customer satisfaction to service users; maintains contact with the public, works out what they need and responds to them; is aware of issues of diversity, and understands and is sensitive to cultural differences	✓		I/R
Ability to produce clear and concise reports for senior management drawing in different information sources and respecting confidentiality	✓		A/I/R
Proven ability to work effectively on own initiative and as a member of a disciplined team	✓		I/R
Good IT skills (Microsoft Office programmes Word, Excel, Access and Power Point) including good keyboard skills.	✓		A/I
Strong interpersonal and communication skills, (both verbal and written)	✓		A/I/R
Solid presentation and verbal reasoning skills	✓		A/I/R
Good 'active listening' skills	✓		I/R
Experience of working effectively in a reactive environment	✓		I/R
Good problem solving and analytical skills.	✓		I/R
Good prioritisation and time management skills	✓		I/R
Keen observational skills, an eye for detail and a methodical approach to work.	✓		I/R
Knowledge of the Royal Falkland Islands Criminal Justice system and Police organisation and structure, including IT systems.		✓	A/R
Good geographic knowledge of Stanley and the Falkland Islands		✓	A/R



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Person Specification:	Detective Constable (CID)		
Personal Attributes:	Essential	Desirable	Assessment Method
Recognised ability to cope with unpleasant and distressing situations.	✓		I/R
Ability to think laterally and creatively to generate novel but realistic solutions.	✓		I/R
Understands other people’s views and takes them into account, i.e. is tactful and diplomatic when dealing with people, treating them with dignity, fairness, impartiality and respect at all times.	✓		I/R
Well organised with the ability to be responsible for and deliver on, a range of different tasks simultaneously.	✓		I/R
Able to deal credibly with members of the community and general public and treat information confidentially.	✓		I/R
Sufficiently fit to undertake the duties of the role	✓		I/R
Works with honesty and integrity taking personal responsibility for their own actions	✓		I/R
Qualifications and Training:	Essential	Desirable	Assessment Method
Good general education (GCSE/CSE/O level or equivalent) or completion of a recognised police student officers’ course	✓		A
Hold a full driver’s licence, (being able to drive both manual and automatic vehicles)	✓		A
Relevant operational certification/qualifications (Tier 3, ABE)		✓	A/I
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form.			

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