



Role Profile

POLICE STAFF

ROLE SPECIFIC INFORMATION	
Job Title:	Investigative Trainer
Generic Role Profile:	Business Support
Salary Band:	Grade 6
Operational / Non Operational Role	Non-Operational
Vetting Level:	RV CTC
Reporting Arrangements/Special Conditions	Reports to Training Supervisor Permanent Tally Ho
Specific Role Purpose:	To lead the design, development, delivery and evaluation of investigative training programmes at PIP 3 level, ensuring learning meets operational requirements, organisational priorities and relevant professional standards. Working as part of the wider Investigative Training team, the postholder will maintain subject matter expertise, support the delivery of a broader portfolio of investigative learning and contribute to the continuous development of effective, inclusive and evidence-based training.
Key Responsibilities:	• Design, develop, deliver and evaluate investigative training programmes at PIP 3 level, ensuring learning outcomes meet operational needs, organisational objectives and professional standards. • Research and maintain current knowledge of relevant legislation, College of Policing guidance, investigative practice and procedures, ensuring lesson plans, course materials and learning packages remain accurate and effective. • Deliver training using appropriate learning and communication methodologies, creating a safe, inclusive and effective learning environment that supports individual learner needs and enable learners to fulfil their potential. • Assess learner performance and competence using appropriate assessment methods, providing constructive feedback and development plans where required to support achievement of the relevant standards. • Maintain competence across a portfolio of investigative courses, providing trainer resilience, subject matter expertise and support for the preparation, delivery and evaluation of wider investigative learning. • Respond to emerging and urgent Force learning requirements by designing and developing appropriate learning interventions which reflect operational priorities

	and organisational objectives. Evaluate learner and stakeholder feedback and use evidence, professional practice and emerging learning methodologies to support the continuous improvement of investigative training.
Contacts internal and external	Internal contacts will include Investigative Training colleagues, Learning and Development teams, operational officers, police staff, supervisors and senior leaders across the Force. External contacts may include the College of Policing, other police forces, partner agencies and relevant professional or subject matter networks.

Knowledge & Experience	
Essential:	- Operational investigative experience at PIP 3 level or above, with sound working knowledge of relevant investigative legislation, practice, procedures and professional guidance. - PIP 3 qualified or above, having successfully completed the Senior investigating Officer Development Programme, ICIDP, CID Foundation Course or recognised equivalent. - Experience of working as a Senior Investigating Officer on Serious and Complex investigations. - Ability to maintain current subject matter expertise and apply changes in legislation, College of Policing guidance, policy and operational practice to investigative learning. - Ability to design, develop and deliver structured learning to meet identified organisational and individual learning needs. - Ability to assess learner performance and competence, provide constructive feedback and support learner development. - Sound knowledge and understanding of equality, diversity and inclusion and its application within learning and operational policing.
Desirable:	- Experience of working on a major incident or homicide investigation. - Experience within a surveillance or intelligence role. - Previous experience of designing, delivering or evaluating learning and development activity.
Personal Qualities and Skills	- Strong communication and facilitation skills, with the ability to engage, motivate, coach and support learner with differing levels of experience and learning needs. - Ability to research, analyse and interpret complex legislation, guidance, policy and operational practice and translate this into clear and effective learning. - Ability to work collaboratively within the Investigative Training team and with operational stakeholders, sharing knowledge and

	supporting wider trainer resilience. • Able to adapt quickly to changing operational priorities and emerging learning requirements. • Committed to creating an inclusive learning environment and demonstrating fairness, respect, accountability and professional standards. • Able to evaluate learning activity, reflect on feedback and identify opportunities to improve training materials, methodologies and learner experience.
Competencies	The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice. The CVF can be accessed here This role should be operating at level 2 of the CVF
Education and Qualifications	• PIP 3 qualified or above. • Successful completion of the Senior Investigation Officer, Detective Development Programme, ICIDP, CID Foundation Course or recognised equivalent. • Relevant Trainer qualification, accreditation or recognised learning and development qualification, or willingness to complete required trainer development following appointment.
Hours of Work and Flexibility:	36.5 hours per week

Note: Whilst reflecting the principal responsibilities of the role at the date of appointment the role profile may be reviewed periodically in conjunction with the post holder to reflect changes as appropriate.