Role Profile

POLICE STAFF

ROLE SPECIFIC INFORMATION	
Job Title:	NABIS Ballistics Expert
Generic Role Profile:	Technical
Salary Band:	Grade 7
Operational / Non-Operational Role	Non-operational
Vetting Level:	MV
Reporting to:	Forensic Technical Lead
Specific Role Purpose:	As part of a Forensic Ballistic team, you will be examining firearms and ballistic material using a range of techniques to identify intelligence opportunities, including comparison of ammunition and firearms to identify linked series and produce forensic intelligence Reports
Key Responsibilities:	▪ To examine firearms, ammunition and ballistic related items in line with NABIS Standard Operating Procedures ▪ To provide expert ballistics knowledge in the delivery of products and services by using tool mark comparison systems, microscopy and IBIS technologies, together with firearms legislation. ▪ To support, contribute to and comply with quality processes in line with ISO17025 and the FSR Codes of Practice ▪ To ensure safe working practices within the NABIS Hub, taking into consideration Health and Safety guidelines, compliance with safe working practices and adherence to Standard Operating Procedures. ▪ Responsible for making safe firearms submitted to the Unit to prevent accidental discharges. ▪ Undertake responsibility for safety, certification and storage of all firearms and associated exhibits / documentation submitted to NABIS. ▪ Undertake evidential test-firing of firearms for classification and

	ballistic comparison. Additionally, undertake the classification of all types of firearms and ammunition whilst preserving forensic evidence including, DNA, fingerprints and fibres. ▪ Responsible for the efficient and effective use of IBIS technologies. Realising early investigative opportunities and maintaining a high-quality database including the examination and photography of firearms and ammunition for identifying marks and modifications. ▪ Attend court in the capacity of a Ballistics Expert and present evidence as required including the production of expert witness statements. ▪ Responsible for monitoring the storage, movement and destruction of firearms within a NABIS hub to ensure compliance with national protocols. ▪ Required to keep up to date and monitor the firearms industry to anticipate crime trends and to monitor criminal firearms use for national policy recommendations. ▪ Continually develop forensic best practice in the NABIS services and liaise with firearm experts from forces, other agencies and defence experts as required. Keep up-to-date on technical developments by attending meetings, seminars, exhibitions (both in the UK and abroad) and reading technical/trade journals ▪ To participate in research projects within the laboratory and in liaison with partner agencies and academic institutions to develop forensic ballistic techniques and interpretation as part of a commitment to continuous improvement. ▪ Participate in stakeholder liaison meetings with customers, suppliers and national sponsors and deliver firearms lectures and training sessions for a range of roles ▪ To ensure adherence to relevant NABIS procedures in relation to Information management by ensuring appropriate processes are in place. ▪ To undertake supervision and mentoring of Apprentice Ballistic Experts providing knowledge, advice and expert guidance ▪ To attend scenes in an advisory capacity providing expert support and guidance as required. ▪ To ensure compliance with statutory requirements in relation to information management including the Data Protection Act 1998, the Freedom of Information Act 2000 and the Code of Practice on Management of Police Information as appropriate ▪ To promote and comply with WMP's policies on equal opportunities and health and safety both in the delivery of services and the treatment of others.

	▪ To carry out such other duties which are commensurate with the nature, responsibilities and grading of the post.

SPECIFIC COMPETENCIES REQUIRED FOR EFFECTIVE PERFORMANCE	
Knowledge & Experience *This section should detail the requirement of previous experiences and knowledge gained from academic qualifications if appropriate. e.g. significant experience of administrative duties, degree level educated.*	
Essential:	• Completed a recognised 'Expert witness course' in firearms and have court experience. • Extensive work experience with a leading forensic organisation or as an independent expert consultant or having successfully completed the NABIS training programme as a NABIS Senior Technician or passed the Senior Technician to Expert qualifying assessment • Extensive working knowledge and experience of working with firearms and ammunition • Experienced and trained in the use of IBIS technologies or similar systems • Experience of safe handling of firearms and disassembly and reloading of ammunition. • Proven experience of working effectively in a laboratory environment • The ability to manage an independent case load and ensure that casework is delivered within demanding service level agreement timescales whilst remaining flexible and responsive to changing operational circumstances. • Experience of assisting and supporting on the job training of staff as required. • Experience in the use of evidential photography • Maintain the highest levels of professional and scientific integrity.
Desirable:	• Educated to degree level in a research based subject area • Experience of attending court to give evidence as an Expert Witness • Experience in providing technical support to firearm related units.
Skills *This section should detail the competency requirement which could be developed through non-formal training. e.g. effective time management, influencing and negotiating, effective communication including written and verbal.* *Refer to skills database for core operational skills*	

Essential:	• Knowledge of firearms history and manufacturing processes. • Excellent attention to detail and a methodical approach to examinations • Experience in firearms range control and range procedures. • Good verbal and written communication skills. • Extensive working knowledge of health and safety legislation. • Competent IT skills with experience of Microsoft Office • Full UK driving license. • Prepared to travel Nationally • Willing to participate in an on-call Rota
Desirable:	

Hours of Work and Flexibility:	36.5hrs per week. There may be a requirement to work outside your normal hours or weekends if there is an operational requirement to do so.
Agile Work Style: (if applicable)	Hot desk

Restriction Level:		For staff roles relating to restriction levels only, e.g. DEO