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| **ROLE PROFILE** | **DOG INSTRUCTOR/HANDLER**  **FORCEWIDE- CONSTABLE** | **A picture containing text  Description automatically generated** |

**SECTION 1: PRINCIPAL RESPONSIBILITY**

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| **Principal Responsibility** | To design and deliver appropriate training in line with the ACPO/NPCC Police Dog Manual of Guidance, so that police dogs and their handlers can be trained, assessed and licensed at the required NPCC standards and to provide specialist support to police activity and operations, primarily within Response, by the use of a general-purpose police dog. In particular, to:   * Ensure that equality and diversity standards and requirements are fully considered and implemented appropriately throughout practice and process. * Ensure that quality assurance standards are present, used and embedded in line with the centralised directive. * Monitor national, regional and local developments in training delivery methods and innovative ways of learning. * Continue to provide an operational support dimension for the organisation, maintaining effectiveness and competence within an agreed operational or functional area by undertaking a range of activities including developing puppies to adulthood for succession planning * Where appropriate, undertake assessment activities of individuals against agreed and established competencies or standards. | | | | |
| **Rank/grade** | Staff | **Location** | Various | **Vetting Clearance** | CTC |
| **Role-Specific Training and CPD to be undertaken** | * Drug dog trainer qualification as required. * Undertake CPD as required to maintain currency of role related qualifications and occupational competence. * National Occupational Standard – AA1. Equality and Diversity * Relevant Force I.T. systems | | | | |

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

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| Formal Qualifications required | * ACPO/NPCC Police Dog Trainer Accreditation |
| **Essential experience and specialist skills and knowledge** | * Sound operational knowledge/experience of police dog work. * Previous experience of delivering effective dog training. * Capable of restraining strong police animals during lengthy pursuit/search training sessions * Experience in using all Microsoft "Office" products. * Proven experience of working in a team environment * Proven ability to work effectively with minimal supervision. * Proven experience in the selection and development of suitable dogs for police work |
| Behaviours | * Resolute, Compassionate and Committed. * Inclusive, Enabling and Visionary Leadership. * Intelligent, Creative and Informed Policing. |

**SECTION 3: BEHAVIOURS (CVF Level 1)**

**Resolute, Compassionate and Committed**

*We Are Emotionally Aware:*

* I treat others with respect, tolerance and compassion.
* I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law.
* I remain calm and think about how to best manage the situation when faced with provocation.
* I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure.
* I ask for help and support when I need it.
* I understand the value that diversity offers.
* I communicate in clear and simple language so that I can be easily understood by others.
* I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.

*We Take Ownership:*

* I actively identify and respond to problems.
* I approach tasks with enthusiasm, focusing on public service excellence.
* I regularly seek feedback to understand the quality of my work and the impact of my behaviour.
* I recognise where I can help others and willingly take on additional tasks to support them, where appropriate.
* I give feedback to others that I make sure is understandable and constructive.
* I take responsibility for my own actions, I fulfil my promises and do what I say I will.
* I will admit if I have made a mistake and take action to rectify this.
* I demonstrate pride in representing the police service.
* I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.

**Inclusive, Enabling and Visionary Leadership**

*We Are Collaborative:*

* I work cooperatively with others to get things done, willingly giving help and support to colleagues.
* I am approachable, and explain things well so that I generate a common understanding.
* I take the time to get to know others and their perspective in order to build rapport.
* I treat people with respect as individuals and address their specific needs and concerns.
* am open and transparent in my relationships with others.
* I ensure I am clear and appropriate in my communications.

*We Deliver, Support and Inspire:*

* I take on challenging tasks to help to improve the service continuously and support my colleagues.
* I understand how my work contributes to the wider police service.
* I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others.
* I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery.
* I support the efficient use of resources to create the most value and to deliver the right impact.
* I keep up to date with changes in internal and external environments.
* I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.

**Intelligent, Creative and Informed Policing:**

*We Analyse Critically:*

* I recognise the need to think critically about issues. I value the use of analysis and testing in policing.
* I take in information quickly and accurately.
* I am able to separate information and decide whether it is irrelevant or relevant and its importance.
* I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action.
* I refer to procedures and precedents as necessary before making decisions.
* I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions.
* I recognise gaps and inconsistencies in information and think about the potential implications.
* I make decisions in alignment with our mission, values and the Code of Ethics.

*We Are Innovative and Open-Minded:*

* I demonstrate an openness to changing ideas, perceptions and ways of working.
* I share suggestions with colleagues, speaking up to help improve existing working methods and practices.
* I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements.
* I adapt to change and am flexible as the need arises while encouraging others to do the same.
* I learn from my experiences and do not let myself be unduly influenced by preconceptions.