

<b>POST TITLE/ RANK:</b>	<b>Constable - OPU (Authorised Firearms Officer)</b>
<b>DIRECTORATE:</b>	<b>Local Policing</b>
<b>RESPONSIBLE TO:</b>	Sergeant – Patrol
<b>LOCATION:</b>	Hereford, Shrewsbury, Telford, Shropshire
<b>JOB PURPOSE:</b>	To support local policing and public order events across West Mercia Police as well as attending firearms incidents and investigating road deaths/life threatening road traffic collisions.

<b>MAIN RESPONSIBILITIES:</b>	
1.	To support local policing by responding to level 1 and 2 incidents as well as public order deployments ( AFOs are non PSU officers so can deploy as non PSU only ) across West Mercia.
2.	To engage in spontaneous and pre-planned firearms incidents as required, acknowledging and utilising non-lethal options where appropriate.
3.	To contribute to the resolution of policing operations by providing a firearms capability.
4.	To attend and deal with road deaths/life threatening road traffic collisions across West Mercia including initial scene management and subsequent investigation.
5.	To patrol with TASER to respond to incidents where TASER has been authorised across West Mercia.
6.	To carry out pursuit resolution tactics and advanced emergency response driving in line with force policy.
7.	To provide ANPR capability across the force targeting travelling criminals.
<b>Special Conditions:</b>	<ul style="list-style-type: none"> <li>• The duties of this post include the requirement to work a shift pattern, which includes night work.</li> <li>• The duties of this post includes exposure to distressing images, materials and tasks.</li> </ul>

	<ul style="list-style-type: none"> <li>• Officers must pass the Initial Firearms Course and continue to re-qualify on a regular basis</li> <li>• Must complete and maintain advanced driver training</li> </ul>
<b>Security level:</b>	<i>Standard Vetting</i>

## BEHAVIOURS: PRACTITIONER

All post holders are expected to know, understand and act within the ethics and values of the Police Service. These nationally recognised behaviours and values are set out in the Competency and Values Framework (CVF).

The CVF has six competencies that are clustered into three groups:

- **Resolute, compassionate and committed**
- **Inclusive, enabling and visionary leadership**
- **Intelligent, creative and informed policing**

Under each competency there are three levels that show what the behaviours will look like in practice.

This role requires the post holder to be operating at or working towards **Level 1** of the CVF.

## PERSONAL QUALITIES

### Serving the Public

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Works in partnership with other agencies to deliver the best possible overall service to the public.

### Openness to Change

Positive about change, adapting rapidly to different ways of working and putting effort into making them work. Flexible and open to alternative approaches to solving problems. Finds better, more cost-effective ways to do things, making suggestions for change and putting forward ideas for improvement. Takes an innovative and creative approach to solving problems.

### **Service Delivery**

Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively, taking a structured and methodical approach to achieving outcomes. Manages multiple tasks effectively by thinking things through in advance, prioritising and managing time well. Focuses on the outcomes to be achieved, working quickly and accurately and seeking guidance when appropriate.

### **Professionalism**

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting honestly and ethically, and challenges unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

### **Decision Making**

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

### **Working with Others**

Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships. Explains things well, focusing on the key points and talking to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeps them informed of progress and manages their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.

**Knowledge:**

- Significant experience of Response Policing during the previous 2 years.
- Experience relevant to investigation of road death / life threatening collisions.
- Knowledge of ANPR systems and their applications.
- Knowledge of legislation surrounding the police use of firearms.

**Key Skills:**

- Possess excellent written and verbal communication skills.
- Ability to demonstrate proactive skills and self-generated work.