

ROLE PROFILE Part1	Role Title	INVESTIGATIVE MANAGER PIP2 (MCS)		Dept /LPA	INVESTIGATION	
			VETTING LEVEL			
Grade/Rank	Detective Inspector					
Responsible To	DI Major Crime					
Staff Managed	Investigative Supervisors					
Reviewed by (Manager)	DI 22003 Howard Broadribb			Date	21/06/22	
Purpose of Job	To lead and co-ordinate multiple teams of investigators working on serious and complex criminal investigations. Plan, monitor and manage serious and complex investigations, including the issues surrounding threat, risk and harm and direct the deployment of resources in an effective and efficient manner.					
Key Accountabilities	1. Manage a team of investigators to ensure that investigations are carried out thoroughly, expeditiously and ethically in accordance with relevant legal requirements and investigation, diversity, inclusion and partnership policies 2. Plan for, deliver and manage change to effectively and efficiently embed improvements and contribute to the organisational development of the Force. 3. Assess and analyse investigations to set parameters for how they should be conducted, and to ensure that crimes are referred to the correct team. 4. Drive developments, improvements, and professional standards and maintain a detailed awareness of serious and complex crime investigations to ensure efficiency and consistency and effective use of resources. 5. Identify and allocate resources, and negotiate additional resources, to ensure that serious and complex crimes are investigated effectively. 6. Assess threat, harm and risk in order to develop and implement plans and strategies to investigate serious and complex crime. 7. Provide leadership and direction to staff, providing mentoring/coaching, empowerment, guidance and support in order to maximise their development, efficiency, and morale. 8. Develop and build partnerships across other agencies to improve safeguarding and the application of legislation at relevant proceedings. 9. Oversee and guide comprehensive risk assessments for planned operational events to ensure adequate safety procedures are in place and that an appropriate contingency plan has been developed. 10. Gather, manage, and analyse intelligence within policy and legislation to facilitate the achievement of crime and disorder reduction objectives and support operational policing. 11. Manage the use of covert tactics where appropriate, and ensure proportionate to the matter under investigation to ensure of successful outcome to the investigation and adherence to legislation and guidance associated with the use of covert tactics. 12. Hold oversight and make decisions where appropriate for all serious and complex crimes to drive consistency in investigations. 13. Work with appropriate organisational expertise in the development and implementation of strategies to use the media, to share information with the public and aid investigations. 14. To Provide regular and effective service Note: This role profile is designed to assist postholders with understanding what is expected of them in their role. Hampshire Constabulary may ask them to undertake other duties, as required, which are not necessarily specified on the role profile but which are commensurate with the grade of the post. The role profile itself may be amended from time to time within the scope and general level of responsibility attached to the post.					
	Maintain personal responsibility for collection, recording, evaluation, information sharing, review, retention and disposal of information in compliance with codes of					

Additional Requirements	practice and Guidance in the Management of Information, information security policy, procedures and legislation.		
	Major Crime Unit Specifics: To conduct effective criminal investigations as directed by the Senior Investigating Officers and in accordance with the MIRSAP principles. Perform the roles designated with the MIRSAP in line with training and accreditations. In line with the Major Crime Incident Manual 2021 - To fulfil the role of Deputy SIO as directed by the SIO to support the SIO in order to control and direct the investigation in the absence of the SIO or to manage specific key areas of the investigation thereby releasing the SIO to focus on strategic issues. In some cases, the DSIO may also perform the Office Manager role This role has been identified as requiring mandatory Psychological Screening, please refer to the Psychological screening Support for staff working in high risk roles page		
ROLE PROFILE Part2	We are Emotionally Aware Level 2		
CVF Recruitment Competencies	We Analyse Critically Level 2		
	We Deliver, Support and Inspire Level 2		
	Integrity		
Education/Qualifications	Essential: Competent Detective Inspector Desirable: Completion of the Management of Serious and Complex Investigation Development Programme (MSCIDP).		
Experience and Skills	Essential: Significant experience in conducting serious and complex investigations as an Investigator (PIP 2). Experience of making challenging decisions using the National Decision Model (NDM). Knowledge and understanding of relevant legislation, policies, procedures and the Code of Ethics criminal and common law. Experience of managing parallel proceedings. Knowledge and understanding of College of Policing Guidance. Knowledge of serious and complex crime investigations, including safeguarding. Knowledge of the use of covert tactics in serious/ organised crime investigations. Desirable: Able to identify improvements and manage the delivery of initiatives and change that develop the organisation and improve working practices. Able to contribute to resource planning to deliver effective outcomes within the resources allocated. Able to engage a variety of audiences through a range of media to inform and/or persuade. Able to develop and motivate a team and create strong engagement of individuals with their personal and team objectives and with Force values, behaviours and strategic priorities. Skilled in setting team and individual performance objectives, monitoring performance, assessing progress, identifying emerging risks, issues and opportunities, and taking corrective steps as required to ensure that the right results are achieved. Able to plan to short and medium-term cycles, to coordinate a range of investigative activities, to match these to available resources, and to identify and mitigate known risks to delivery. Able to develop partnerships and relationships with stakeholders to ensure their needs and concerns are fully understood and responded to in an appropriate way.		
ROLE PROFILE Part3 CPD			
Competencies	All roles are expected to know, understand and act within the ethics and values of the Police Service.		
	Resolute, compassionate and committed		
	We are Emotionally Aware	Level 2	

Underpinning Values	We Take Ownership	Level 2	
	Inclusive, enabling and visionary leadership		
	We are collaborative	Level 2	
	We Deliver, Support and Inspire	Level 2	
	Intelligent, creative and informed policing		
	We Analyse Critically	Level 2	
	We are Innovative and Open Minded	Level 2	
	Impartiality		
	Integrity		
	Public Service		
	Transparency		
Initial Development skills for new to role period	All officers are required to complete mandatory PST, EFA and e-Learning including annual DSE and Fire Safety plus any role-specific training required.		
Continuing Professional Development	Ensure a record of recent experience of conducting different types of investigations, e.g. sexual offences and/or serious fraud, effectively is maintained and evidences the knowledge and skills that you have gained as part of maintaining PIP accreditation. Continually seek to maintain and enhance the knowledge and skills of both the team and individuals to ensure competence in role. This should include identifying individual needs and opportunities for development and using a variety of activities to improve performance, including the promotion of CPD activities, where necessary. Offer your skills, knowledge and expertise as a 'critical friend' to IOs leading on different investigations, where relevant. Regularly share best practice for investigations with colleagues e.g. contribute to relevant Knowledge Hub communities or deliver informal briefings in force. Maintain a working knowledge of how other government agencies, such as the National Crime Agency (NCA) and Her Majesty's Revenue & Customs (HMRC), can assist in the investigation of cases and work to develop networking skills. Ensure representation at relevant partnership and/or multi-agency meetings where necessary, and contribute where appropriate. Work closely with colleagues in Intelligence, in order to develop strong procedures relating to turning intelligence into evidence. Where appropriate, develop relevant knowledge and experience of covert policing tactics and how these can support an investigation. Coach and/or mentor less experienced colleagues e.g. PIP2 Investigators and PIP2 Supervisors and deliver training sessions to support learning and development. Keep up-to-date with new and developing legislation (including current guidance on disclosure) and current national policing priorities e.g. vulnerability, that may impact on investigations. Keep up-to-date with all technological advances that might facilitate offenders in committing crimes. Understand the impact of the IOPC (Independent Office for Police Conduct) Learning the Lessons reports relating to investigation, e.g. importance of case file management. Familiarise yourself with other relevant IOPC reports, e.g. Police use of force: evidence from complaints, investigations and public perception and relevant		

HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services) reports e.g. PEEL Assessments.

Keep up-to-date with guidance on conducting the Performance Development Review (PDR) process and apply this to your work.

Ensure knowledge of any line-manager responsibilities in relation to Assessment and Recognition of Competence (ARC) procedures and apply to your work. Maintain knowledge and skills relating to work-based assessments in order to conduct these when necessary.

Career Pathways