



Role Profile

C5129 SO2 Firearms Trainer

Role Description

To undertake research, curriculum design, delivery and assessment of training events and courses both internally and to multi agency partners in accordance with the National Police Firearms Training Curriculum.

Main Responsibilities

- Undertake research and assessment, design and delivery of training events and courses in accordance with National Police Firearms Training Curriculum (NPFTC).
- Maintain firearms electronic training records, including the issue and suspension/withdrawal of firearms authorisation permits.
- Carry out research and make recommendations on working practices and procedures, for use collaboratively, regionally and nationally, ensuring the correct correlation between the NPFTC and the Force Firearms Strategic Threat & Risk Assessment. Ensure Joint Operating Protocols meet national requirements.
- Take responsibility for the development and assessment of Authorised Firearms Officers (AFO) and Commanders making written and oral recommendations regarding continued suitability to perform the role. Ensure that professional assessment and validation processes are in place and implemented within Core Policing Skills Training to support development and accreditation of police officers and staff against relevant national and organisational standards.
- Responsible for the daily maintenance of all ranges and associated equipment. Maintain all operational and training equipment including vehicles.
- Undertake research, evaluate technology and equipment making recommendations for operational and training suitability.
- Carry out Health and Safety risk assessments (both internal and external) and be responsible for the health and safety of staff within a high risk training environment.
- Maintain accreditation by undergoing standardisation training, pass annual fitness and medical tests and annual qualification shoots.
- Be a Subject Matter Expert for Tri Force in respect of specialist firearms tactics and equipment, providing a consultancy service to senior officers across the Tri Force area and also to representatives from external agencies/partners.
- Working alongside both national and international external agencies (military, military special forces, National Counter Terrorism agencies), take a key role in the planning and organising of operations/exercises and subsequent debrief sessions to identify learning points for the future.
- Take a key role in national working groups relating to firearms policies and procedures, influencing policy at a local, regional and national level.
- Engage with corporate, local and national stakeholders to ensure that needs and priorities are identified and can be incorporated into a costed annual training plan.
- Keep abreast of changes in policing, legislation and delivery methodologies to ensure that training materials and practices remain up to date and relevant to College of Policing standards.

Rank\Scale

SO2

Reports To

PS Firearms Trainer

Supervisory Responsibility

None

Additional Information



Role Profile

C5129 SO2 Firearms Trainer

Avon and Somerset Constabulary are committed to the principles of Equal Opportunities for all and welcome applications from minority groups including disabled people.

Reasonable adjustments

Following consideration, reasonable adjustments will be implemented to enable disabled staff covered by the provisions of the Equality Act to undertake the core duties and responsibilities of a post in line with the Equality and Human Rights Commission (EHRC) guidance and code of practice on employment.

Additional Responsibilities:

You may be required to perform other duties which are not necessarily specified on the role profile, but which are commensurate with the responsibilities of the role holder.

Security Vetting:

It is the policy of the Avon & Somerset Constabulary to conduct security checks on all staff in line with the National Vetting Policy.

Experience and Qualifications

The postholder must hold a National Police Firearms Training Certificate (within the last 3 years) or be trained to Module F1 of the NPFTC, hold a teaching or training qualification to NVQ Level 3 in Training and Development or equivalent (AEAT – Award in education & Training) and be willing to achieve IOSH (Managing safely) within 12 months of appointment

The postholder will have exceptional communication skills both orally and in writing, presentational skills and experience of delivering training on a one to one and group basis.

The postholder must also be computer literate with experience of maintaining training records and hold a full current driving licence or be able to travel around the Tri force area using alternative transport.

As required by the College of Policing, the postholder will possess an Enhanced First Aid qualification and be prepared to undergo annual re-qualification.

Experience of carrying out risk assessments, carrying out research to make recommendations, maintaining firearms and training equipment and experience of designing courses are desirable.

The postholder is required to maintain a Continuous Personal Development record and accreditations in line with the role.

The postholder will also be required to comply with the following:-

- Annual hearing and eyesight test in line with national standards;
- ARV qualification standard and the national instructor qualification standard set by the College of Policing.
- To achieve and maintain the required level of fitness for the role.
- Meet the required role profile annually

This post has been designated as requiring the following vetting level in accordance with the 'Vetting Code of Practice' and the 'Authorised Professional Practice on Vetting' - Police Recruitment Vetting (RV).

Shortlisting



Role Profile

C5129 SO2 Firearms Trainer

SHORTLIST

Criteria relevant to the job

ESSENTIAL

Requirements necessary for safe and effective performance in the job

ADDITIONAL/USEFUL

Where available, elements that contribute to improved/immediate performance in the job

Qualifications

Hold a teaching or training qualification to NVQ Level 3 in Training and Development or equivalent

QE1

Hold a full current driving licence or be able to travel around the force area using alternative transport

QA1

Hold a National Police Firearms Training Certificate or be trained to Module F1 of the NRTC

QE2

Experience

Experience of carrying out risk assessments



Role Profile

C5129 SO2 Firearms Trainer

EE1

Experience of carrying out research to make recommendations

EE2

Experience of maintaining equipment

EE3

Experience of maintaining records

EE4

Experience of designing courses

EE5

Skills

Skill Category	Skill Name	Skill Level	Skill Description	For PDR
Core Values	Impartiality	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I take into account individual needs and requirements in all of my actions• I understand that treating everyone fairly does not mean everyone is treated the same• I always give people an equal opportunity to express their views• I communicate with everyone, making sure the most relevant message is provided to all• I value everyone's views and opinions by actively listening to understand their perspective• I make fair and objective decisions using the best available evidence• I enable everyone to have equal access to services and information, where appropriate	No



Role Profile

C5129 SO2 Firearms Trainer

Core Values	Integrity	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I always act in line with the values of the police service and the Code of Ethics for the benefit of the public• I demonstrate courage in doing the right thing, even in challenging situations• I enhance the reputation of my organisation and the wider police service through my actions and behaviours• I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations• I am open and responsive to challenge about my actions and words• I declare any conflicts of interest at the earliest opportunity• I am respectful of the authority and influence my position gives me• I use resources effectively and efficiently and not for personal benefit	No	
Core Values	Public Service	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I act in the interest of the public, first and foremost• I am motivated by serving the public, ensuring that I provide the best service possible at all times• I seek to understand the needs of others to act in their best interests• I adapt to address the needs and concerns of different communities• I tailor my communication to be appropriate and respectful to my audience• I take into consideration how others want to be treated when interacting with them• I treat people respectfully regardless of the circumstances• I share credit with everyone involved in delivering services	No	
Core Values	Transparency	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I ensure that my decision-making rationale is clear and considered so that it is easily understood by others• I am clear and comprehensive when communicating with others• I am open and honest about my areas for development and I strive to improve• I give an accurate representation of my actions and records• I recognise the value of feedback and act on it• I give constructive and accurate feedback• I represent the opinions of others accurately and consistently• I am consistent and truthful in my communications• I maintain confidentiality appropriately	No	



Role Profile

C5129 SO2 Firearms Trainer

Intelligent, Creative and Informed Policing	We analyse critically	Supervisory/Middle Manager	<p>I ensure that the best available evidence from a wide range of sources is taken into account when making decisions.</p> <p>I think about different perspectives and motivations when reviewing information and how this may influence key points.</p> <p>I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary.</p> <p>I understand when to balance decisive action with due consideration.</p> <p>I recognise patterns, themes and connections between several and diverse sources of information and best available evidence.</p> <p>I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing.</p> <p>I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.</p>	No
Inclusive, Enabling and Visionary Leadership	We are collaborative	Supervisory/Middle Manager	<p>I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions.</p> <p>I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve.</p> <p>I understand the local partnership context, helping me to use a range of tailored steps to build support.</p> <p>I work with our partners to decide who is best placed to take the lead on initiatives.</p> <p>I try to anticipate our partners' needs and take action to address these.</p> <p>I do not make assumptions. I check that our partners are getting what they need from the police service.</p> <p>I build commitment from others (including the public) to work together to deliver agreed outcomes.</p>	No



Role Profile

C5129 SO2 Firearms Trainer

Resolute, Compassionate and Committed	We are emotionally aware	Supervisory/Middle Manager	<p>I consider the perspectives of people from a wide range of backgrounds before taking action.</p> <p>I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome.</p> <p>I promote a culture that values diversity and encourages challenge.</p> <p>I encourage reflective practice among others and take the time to support others to understand reactions and behaviours.</p> <p>I take responsibility for helping to ensure the emotional wellbeing of those in my teams.</p> <p>I take the responsibility to deal with any inappropriate behaviours.</p>	No	
Intelligent, Creative and Informed Policing	We are innovative and open-minded	Supervisory/Middle Manager	<p>I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing.</p> <p>I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population.</p> <p>I am flexible in my approach, changing my plans to make sure that I have the best impact.</p> <p>I encourage others to be creative and take appropriate risks.</p> <p>I share my explorations and understanding of the wider internal and external environment.</p>	No	
Inclusive, Enabling and Visionary Leadership	We deliver, support and inspire	Supervisory/Middle Manager	<p>I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context.</p> <p>I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform.</p> <p>I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support.</p> <p>I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas.</p> <p>I keep track of changes in the external environment, anticipating both the short and long-term implications for the police service.</p> <p>I motivate and inspire others to achieve their best.</p>	No	



Role Profile

C5129 SO2 Firearms Trainer

Resolute, Compassionate and Committed	We take ownership	Supervisory/Middle Manager	I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.	No	
---------------------------------------	-------------------	----------------------------	---	----	--

NOS

NOS Unit	Unit Name	Unit Description