



## Role Profile

### C9098 SO1 Fingerprint Expert

#### Role Description

To act as a reporting officer and provide fingerprint expertise to the South West region's Identification Bureau, conducting search, comparison and verification of crime scene marks to assist in the detection and reduction in crime.

#### Main Responsibilities

- To complete the verification of fingerprint identifications, ensuring that professional standards are reached and ACPO recommendations are followed at all times
- To examine finger impressions to evidential standards and produce scientific findings, offering an Expert Opinion, effectively in the context of the case, both in writing and by the provision of oral testimony in court.
- To attend court to present fingerprint evidence when required, dealing with lawyers and defence experts as necessary, ensuring that professional standards are maintained at all times
- To attend major crime scenes when requested to provide expert advice and assist in the recovery and examination of friction skin impressions
- To maintain a full working knowledge of all fingerprint IT systems and to use the systems to search crime scene marks and verify identifications thereby providing an effective fingerprint search service
- To undertake the analysis, comparison and evaluation of crime scene marks to identify named suspects and to eliminate persons with legitimate access
- To utilise ten-print forms to establish identity
- To attend mortuaries, to undertake the examination, retrieval and identification of finger, palm and foot prints from cadavers
- To promote the Fingerprint Bureau's work to force and regional staff and other outside agencies and keep colleagues informed of any changes in practices, systems and procedures.
- To gather and analyse data to assist the fingerprint compassion work in the investigation of crime.
- To undertake the biometric sampling (fingerprints and DNA) for vetting purposes as part of the Regional Forces' recruitment and selection procedures.
- To undertake the fingerprinting of members of public for visa applications etc.
- To ensure that fingerprint knowledge is both maintained and developed in relation to research and legislation plus new advancements in the area of fingerprint analysis
- To ensure that all duties undertaken are completed in compliance with ISO 9001 / 17025 as applicable
- To execute the powers designated by the Chief Constable (under Schedule 4 of the Police Reform Act 2002).

#### Rank\Scale

SO1

#### Reports To

C7034 Forensic Identification Team Leader

#### Supervisory Responsibility

None

#### Additional Information

An error has occurred while processing HtmlTextBox 'HtmlTextBox2':  
An error occurred while parsing EntityName. Line 1, position 834.

#### Experience and Qualifications



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The post holder must have successful completion of the Advanced Fingerprint Course and be a registered Fingerprint Expert along with a proven experience of utilising the National Fingerprint database to undertake crime scene and tenprint searches and knowledge of the forensic processes

They will have experience of producing accurate written information that demonstrates a high level of attention to detail and demonstrate excellent verbal and written communication skills at all levels

The post holder must be computer literate and a working knowledge of windows software including Microsoft Word and had experience of utilising computerised fingerprint databases such as the National Fingerprint Database.

Having an innovative approach and logical process of solving problems and making reasoned decisions, the ability to work under pressure, to deadlines and on their own initiative are all essential.

An ability to maintain strict confidentiality when dealing with sensitive /illicit material and knowledge of the Streamlined Forensic Reporting (SFR) protocols are also key to the role.

Experience of forensic science as applied to criminal investigation, of presenting expert/specialist evidence with the criminal justice system and of crime scene examination would be advantageous.

All successful applicants will be required to submit themselves for drug testing in line with employing Force's Drug Policies.

Please note that, due to the nature of security checks undertaken, applicants must have 3 years' continuous residency in the UK up to the date of the application and Home Office approval for indefinite leave to remain within the UK.

The postholder will be required to participate in weekend and bank holiday working on a rotational basis for which the appropriate enhancement will be paid.

The postholder should ideally hold current driving licence or be able to travel around the force area using alternative transport.

This post has been designated as requiring the following vetting level in accordance with the National Vetting Policy - Police Recruitment Vetting (RV).

## Shortlisting

### 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



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#### **Qualifications**

Successful completion of the Advanced Fingerprint Course

QE1

Be a registered Fingerprint Expert

QE2

#### **Experience**

Proven experience of utilising computerised fingerprint databases such as the National Fingerprint Database such as Ident.

EE1

Experience of forensic science as applied to criminal investigation

EA1

Experience of producing accurate written information that demonstrates a high level of attention to detail

EE2

Experience of presenting expert/specialist evidence with the criminal justice system

EA2

Demonstrate excellent verbal and written communication skills at all levels

EE3

Crime scene examination experience

EA3

Ability to work under pressure with demanding workloads and deadlines

EE4



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Knowledge of the forensic processes

EE5

Computer literate and a working knowledge of windows software including Microsoft Word

EE6

Ability to maintain strict confidentiality when dealing with sensitive /illicit material

EE7

Knowledge of the Streamlined Forensic Reporting (SFR) protocols

EE8

## 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"><li>•I take into account individual needs and requirements in all of my actions</li><li>•I understand that treating everyone fairly does not mean everyone is treated the same</li><li>•I always give people an equal opportunity to express their views</li><li>•I communicate with everyone, making sure the most relevant message is provided to all</li><li>•I value everyone's views and opinions by actively listening to understand their perspective</li><li>•I make fair and objective decisions using the best available evidence</li><li>•I enable everyone to have equal access to services and information, where appropriate</li></ul>	No



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



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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



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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



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

NOS Unit	Unit Name	Unit Description