Trial Draft Policing Professional Profile

Forensic Laboratory Officer

<table>
<thead>
<tr>
<th>Job Family:</th>
<th>Investigation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub group:</td>
<td>Forensics</td>
</tr>
<tr>
<td>Level:</td>
<td>Service Delivery</td>
</tr>
<tr>
<td>Code: (for College use only)</td>
<td>INV-FOR-SD- Forensic Laboratory Officer V1.0</td>
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Role Purpose
(This section summarises the key function of the role)
To process crime scene exhibits using specialist, approved techniques to visualise and capture friction ridge and footwear details, and recover other trace evidence.

Key Accountabilities
(This section details the key responsibilities required of the role)

- Engage with and implement departmental procedures in line with the requirements of Forensic Science Regulator Codes of Practice and Conduct and the International Standards Organisation (ISO) 17020/17025 standards to provide a quality service through accreditation.
- Develop and implement short term plans and objectives within each investigation to assist in achieving the wider investigative objectives.
- Provide support to an investigation through the visualisation and capture of evidence from and at crime scenes using laboratory and imaging techniques.
- Update local, regional and national databases and systems to record outcomes of and to maintain the validity of intelligence databases.
- Assist with the advancement of the investigation by assessing and recording all aspects of the item under examination from or at the crime scene, and ensuring all findings are available for the wider investigation.
- Identify situations when specialist support is appropriate to advance an investigation.
- Support the Criminal Justice process by providing accurate and timely Streamlined Forensic Reports (SFR), statements and other reports and the preparation of relevant material.
- Design and deliver training for key stakeholders and the wider policing community to share best practice on laboratory and imaging capabilities in Force, regionally and nationally to aid collaboration and continuous improvement in policing improve knowledge and understanding of forensic evidence in the investigative process.
- Adhere to all applicable specialist health and safety legislation and regulations in relation to laboratory practices.
Behaviours
(Outlines the behavioural requirements of the role)

All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

Resolute, compassionate and committed

<table>
<thead>
<tr>
<th>Behaviour</th>
<th>Level</th>
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</thead>
<tbody>
<tr>
<td>We are emotionally aware</td>
<td>Level 1</td>
</tr>
<tr>
<td>We take ownership</td>
<td>Level 1</td>
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</table>

Inclusive, enabling and visionary leadership

<table>
<thead>
<tr>
<th>Behaviour</th>
<th>Level</th>
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</thead>
<tbody>
<tr>
<td>We are collaborative</td>
<td>Level 1</td>
</tr>
<tr>
<td>We deliver, support and inspire</td>
<td>Level 1</td>
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Intelligent, creative and informed policing

<table>
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<tr>
<th>Behaviour</th>
<th>Level</th>
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<tbody>
<tr>
<td>We analyse critically</td>
<td>Level 2</td>
</tr>
<tr>
<td>We are innovative and open-minded</td>
<td>Level 1</td>
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Education, Qualifications, Skills, and Experience
(Outlines the skills and educational and qualification requirements to be able to fulfil the role)

Prior education and experience:

- Likely to have achieved a Level 2 or equivalent standard in numeracy and literacy in prior to entry.
- Demonstrable experience of complex information gathering.
- Experience of working in a forensic, photographic or scientific support laboratory.
- A practical working knowledge and experience of health and safety within a laboratory environment to include the implementation of COSHH and risk assessments.
- An understanding of the criminal justice system.
- Must not be colour blind.
- College of Policing Forensic Laboratory Officer Programme or equivalent recognised training.

Skills:

- Good communication skills with the ability to listen to others in accordance with the varied needs of differing situations, individuals, groups, and communities.
- Able to produce concise reports or other documents.
- Able to present evidence in court and at other hearings.
- Skilled in the use of standard IT packages, systems and/or databases to fulfil role requirements, including creating visual records for forensic investigations.
- Able to use resources efficiently in own role and to comply with financial rules and procedures.
- Able to identify potential opportunities to enhance efficiency and/or effectiveness within own area of work.
- Able to break down a straightforward problem into component parts and determine appropriate action, including the evaluation of forensic examination of items and crime scenes, and to take decisions and evaluate outcomes.
- Able to review own performance objectively and to develop and follow an appropriate continuous improvement plan.
- Able to appropriately prioritise and plan own work.
- Able to identify potential new ways of working and innovation where appropriate and possible to enhance efficiency and/or effectiveness within own area of work.

**Continuing Professional Development (CPD)**

*(Outlines continuing professional development activities which will enable the individual to maintain and enhance competence in the role)*

- Keep up to date with new approaches to evidence based policing- within the forensics/ investigation field.
- Keep up to date with new technological approaches within the forensic investigation field.
- Maintain a working knowledge of how technological advances might facilitate offenders in committing crimes and investigative approaches relating to technological enabled crime.
- Complete all annual and mandatory training as stipulated by any national and force guidelines.
- Keep up to date with national guidance to your core duties.

**Professional Registration/Licences**

*(Outlines any ongoing registration or licensing requirements of the role)*

- Not applicable.

**Links to other profiles:**

*(Indicates links to NPCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)*

- Not applicable.