



Warwickshire
POLICE



West Mercia
POLICE

JOB PROFILE

POST TITLE:	Fingerprint Expert
GRADE:	G
DIRECTORATE:	Forensic Services / Protective Services
RESPONSIBLE TO:	Head Of Identification
LOCATION:	Hindlip Hall.
JOB PURPOSE:	Provide a comprehensive forensic identification service through the effective implementation of unit procedures, ensuring that professional standards are maintained and that national and force policies are adhered to. To provide expert advice around identification services to internal and external stakeholders. To undertake complex and major police related investigations making best use of resources and applying appropriate scientific techniques.

MAIN RESPONSIBILITIES:

1. To identify persons by means of an independent friction ridge skin analysis using a database search, manual comparison or suspect checks. This comparison will be done independently and include conclusive findings without cognitive bias. All findings will be recorded and reported.
2. As a registered expert witness, provide stand-alone friction ridge identification evidence for court. This will include volume, all complex and disputed cases. Maintain an up to date knowledge relating to forensic legislation.
3. To attend scenes of major crime / incidents, providing scientific and technical expertise where required and progressing investigations using nationally approved forensic techniques. To complete packaging, labelling and systematic recording of all evidence at crime scenes.
4. Attend mortuary to use advanced recovery techniques when, due to poor state of cadaver, standard SOCO methods of recovering forensic samples are not possible or have proven to be unsuccessful. Use recovered samples to search databases and manually compare to identify details of the deceased or human remains.
5. Advise and instruct officers with regards to investigations and Fingerprint evidence. As required, attend pre-trial conferences with prosecution

	counsel to negotiate, provide guidance, advice and instruct on the technical aspects of the evidence
	6. To assist with regards to UKAS accreditation, ensuring ongoing maintenance and implementation of quality control and quality assurance measures for the Fingerprint Unit. Regularly reviewing working practices, to ensure that examinations efficiently meet the appropriate national, ISO and FSR codes and standards
	7. As an individual be responsible for meeting performance targets as laid down by the Head of Forensic Identification whilst working to the values of the organisation.
	8. Assist with training by mentoring Fingerprint Unit staff in order to maximise their full potential. Taking an active role in competency and proficiency testing and fostering an environment of ongoing continued professional development.
	9. To undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.
Special Conditions:	<ul style="list-style-type: none"> • <i>Weekend working – on call rota</i> • <i>Requirement to attend crime scenes and post mortem examinations</i> • <i>Driving of force vehicles</i> • Exposure to disturbing/unpleasant images or tasks • <i>Wearing of Uniform</i> <p>Warranted Powers: You will be required to lawfully exercise with professional judgement the 'designated powers' of an 'investigating officer' under Section 38(2)(b) and 'detention officers' under Section 38(2)(c) of the Police Reform Act 2002, and as authorised by the Chief Constable of Warwickshire Police and West Mercia Police. Those powers are under Section 18 Police and Criminal Evidence Act 1984 entry and search of premises after arrest, seizure and retention of items and a general power of seizure under paragraph. These powers are only exercisable within the policing areas of Warwickshire and West Mercia.</p>
Security level:	<i>MV</i>

PERSONAL QUALITIES LEVEL: PRACTITIONER

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.

PERSON SPECIFICATION

Knowledge:

- Completion of the National Fingerprint Learning Programme (3 years minimum to complete) including successfully demonstrating competence at the Advanced Fingerprint Assessment at the College of Policing.
- Included on the National Register of Fingerprint Experts.
- Educated to A level standard
- Good working knowledge of IDENT 1 national searching system and Livescan, digital fingerprint recording system.
- Good working knowledge of Forensic Enhancement Laboratory evidence recovery techniques and processes.
- Knowledge of how science and technology support and aid crime investigation and an understanding of how those techniques are applied in order to obtain best evidence.
- Good working knowledge of software packages including WORD, Excel and at least one forensic case management system.
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Experience:

- Experience of working with ISO quality system..

- Has an organised and methodical approach to work.
- Experience of working in a Police Fingerprint Bureau

Key Skills:

- Ability to communicate and influence at all levels, adapting the style of communication to meet the needs of the audience.
- Able to prioritise competing demands.
- Good interpersonal skills.
- Able to exercise discretion and confidentiality.
- Full driving licence.
- Able to work flexibly in terms of location and on call rota.

Author:	A.Harrison
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