



Job Family	Investigator
Sub Group	Forensics
Level	Manager / Expert Advisor
Code	FCIN-RP-RM
Pay Grade/Range	Police Inspector or POE £50,250 - £55,665

Role Purpose

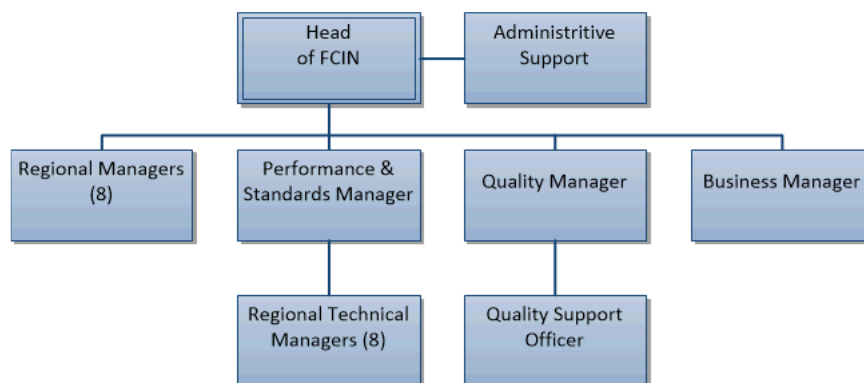
This section summarises the key function of the role

The role of the Forensic Collision Investigation Network [FCIN] Regional Manager [RM], is to engage at both tactical and functional level with forces, ensuring service delivery is maintained and national standards and policies are implemented and upheld.

The post holder will form part of the Forensic Collision Investigation Network management team, responsible for developing and strengthening the network. To support both the FCIN Regional Technical Manager and networked force FCIBs within their region. Initially, as part of the Transition Team, they will lead forces through the stages of transition, to achieve accredited member status into 'business as usual'.

Post transition, to manage service delivery and performance of forces' Forensic Collision Investigation resources, whilst they undertake all accredited activities.

Position in the Organisation



People who work directly for this role

Force FCIB staff will remain employed by their home Force, however whilst undertaking and discharging accredited activities, they will be controlled and governed by the Regional Manager and Regional Technical Managers to ensure adherence to the SOPs, eQMS and Training and Competency Framework. Regional Managers will provide a supportive function to Force Structural Leads, providing input and guidance as required, to assist them with relevant local processes.

Close contact must be maintained with FCIN Regional Technical Managers, the FCIN Quality Manager, FCIN Performance and Standards Manager, Force's Structural Leads and FCIB Supervisor.

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Head of FCIN	Not Protectively Marked	Page 1 of 6

Key Accountabilities

This section details the key responsibilities required of the role

Reporting to the Head of FCIN and by engaging with forces: -

- Manage and motivate force's FCIB staff within the region, in accordance with FCIN's SOPs, eQMS and Training and Competency framework to ensure all Forensic Collision Investigators are making optimal contributions to all their end users.
- Assist forces FCIB supervisors with the monitoring and compliance of FCIs against the FCIN's eQMS. Assist FCIB supervisors to ensure they enforce compliance, in accordance with relevant policies and procedures.
- Lead by example by role-modelling behaviours to ensure that values and behavioural expectations are clearly understood and considered by supervisors, officers and staff in their decision making and actions.
- Represent the region at national meetings relating to the FCIN, and on specialist forums both regionally and nationally.
- Identify, manage and review forensic strategies to ensure the most effective and robust service delivery.
- In collaboration with the Forensic Collision Investigation Network Quality and Regional Technical Managers, manage a continuous improvement cycle in relation to SOPs and Method Validation Plans (MVP).
- Advise officers and staff at all levels of policing, and external agencies, on forensic issues relating to collision scene management, forensic strategies and operational evidence recovery at serious collisions and other critical incidents.
- Coordinate the tactical delivery of specialist forensic collision services to ensure effective provision.
- Ensure the provision of the FCI services within the region adhere to the Forensic Collision Investigation Network SOPs, to prevent disparity of service between regions.
- Attain a Level 3 Award in Assessing Competence in the Work Environment and participate, as a technical assessor, in competency assessment of FCIs.
- Support colleagues in the completion of audit and inspection processes and the investigation and resolution of complaints to identify quality of service issues and potential improvements.
- Engage with and implement the Forensic Collision Investigation Network Quality Management System (QMS) in line with the requirements of the Forensic Science Regulator Codes of Practice and Conduct and the International Standards Organisation (ISO) 17020 standard to provide a quality service through accreditation.
- Scope, plan and coordinate the development and implementation of national projects, SOPs, policies and processes at a functional level to ensure they are consistently introduced, applied and monitored.
- In conjunction with the Regional Technical Manager, investigate, manage and resolve non-conformities in line with Forensic Collision Investigation Network QMS.
- Implement, control and manage the Forensic Collision Investigation Network's critical findings and peer review process; arbitrating where appropriate.

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Head of FCIN	Not Protectively Marked	Page 2 of 6

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

We are emotionally aware	Level 3
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We take ownership	Level 3
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Inclusive, enabling and visionary leadership

We are collaborative	Level 3
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We deliver, support and inspire	Level 3
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Intelligent, creative and informed policing

We analyse critically	Level 3
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We are innovative and open-minded	Level 3
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Issue No: 1.0
Issue Date: ##/##/####

Page 3 of 6

Education, Qualifications, Skills, and Experience

Outlines the educational qualifications, skills and experience requirements to be able to fulfil the role.

Prior education and experience:

- To hold either a City and Guilds in Forensic Collision Investigation/Accident Investigation certificate for Police Officers, a SQA in Forensic Collision Investigation and successfully complete an appropriate statistics course, recognised by De Montfort University, or a UCPD in Forensic Road Collision Investigation and to be qualified or to have commenced the BSc (Hons) in Forensic Road Collision Investigation by 2025.
- Proven experience of managing/co-ordinating the forensic response to forensic collision investigation.
- Advanced knowledge of the practical application of forensic science.
- Demonstrable experience in leading a team, managing projects, performance and budgets.
- Demonstrable experience of negotiating and communicating at a functional level.
- Previous experience in quality service management and continuous improvement.
- Hold, or be prepared to attain a Professional Certificate in Management or equivalent.

Skills:

- Able to engage with a variety of audiences through a range of media to inform and/or persuade.
- Able to identify potential applications of new or improved technologies related to own area of work to improve working practices.
- Able to contribute to resource planning, to manage financial budgets and utilising commercial acumen to make risk-based decisions that deliver effective outcomes within the resources allocated.
- Able to manage the delivery of initiatives that change the structure of the organisation and / or the roles of staff and officers.
- Able to seek out and identify a range of information to identify patterns, trends and options, to solve multifaceted and complex problems.
- Able to develop and motivate a team and create strong engagement of individuals with their personal and team objectives and with Forensic Collision Investigation Network values, behaviours and strategic priorities.
- Able to identify exceptional situations that merit recognition and to take appropriate action.
- Able to identify situations that require misconduct or attendance intervention / action and to respond appropriately.
- 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 activities appropriately within the function, to match these to available resources, and to identify and mitigate known risks to delivery.
- Able to develop and implement a stakeholder relationship plan; to develop trust; to capitalise on strengths and enable contributions and to ensure that stakeholders' needs and concerns are fully understood and responded to in an appropriate way.

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Head of FCIN	Not Protectively Marked	Page 4 of 6

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 including digital forensic options.
- Maintain a working knowledge of how technological advances may be utilised within Forensic Investigation.
- Complete all annual and mandatory training.
- Keep up to date with College of Policing National Guidance relevant to your core duties.
- Ongoing development of people management and welfare skills.
- Achieve a minimum 25 hours of CPD annually.

Professional Registration/Licences

Outlines any ongoing registration or licensing requirements of the role

- Attain membership of relevant professional organisations, i.e. The Chartered Society of Forensic Sciences, or the Institute of Traffic Accident Investigators, Chartered Management Institute as required.

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

- Head of FCIN
- Performance and Standards Manager
- Regional Technical Manager
- Quality Manager
- Quality Support Officer
- Forensic Collision Unit Supervisor
- Forensic Collision Investigator
- Forensic Vehicle Specialist

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Head of FCIN	Not Protectively Marked	Page 5 of 6

Profile Title		
Designer Name	Date	Subject Matter Experts Consulted
Duncan Thurlwell	03/01/20	Forensic Collision Investigation Network Expert Network Group
Equalities Act 2000 Check	Checked by	Further action required
Yes / No		

Review stage			
Date	Sent to	Feedback received	Action taken
15/01/20	Expert Network Group	Yes – comments reviewed and actioned.	Amended as agreed with Head of FCIN
13/2/20	C Longstaff	Yes – amended, organisation chart changed.	Passed to CM for review
11/3/20	FS	Yes – reviewed	Approved and passed to ACC Hatchett for approval

Head of FCIN sign off		
Date	Head of FCIN Name	Additional Comments
11/03/20	Frances Senior	None

NPCC Lead sign off		
Date	NPCC Lead Name	Additional Comments
/ /20	ACC Sacha Hatchett	

Trial Profile upload		
Upload Date	Feedback received	Action taken

Final Version upload		
Upload Date	Uploaded by	Additional comments

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Head of FCIN	Not Protectively Marked	Page 6 of 6