



## ROLE PROFILE

<b>Role Title:</b>	MOSOVO (Management Of Sex Offender & Violent Offender)
<b>Grade:</b>	Scale 6/SO1
<b>Responsible to:</b>	Sergeant
<b>Responsible for:</b>	No Supervisory Responsibility
<b>Liaison with:</b>	Police Officers, Police Staff, General Public, External Organisations, Agencies and Partnerships
<b>Required Vetting Level:</b>	MV/SC – Management Vetting & Security Clearance
<b>Date Published:</b>	21 <sup>st</sup> February 2018

<b>Role Purpose</b>	Manage Registered Sex Offenders subject to notification requirements under Part 2 of the Sexual Offences Act 2003 and Violent Offenders Liaise with all relevant outside agencies so promoting a partnership approach to sex offending prevention and the management of dangerous offenders within the BCU.
<b>Main Responsibilities</b>	<p><b>Advice and Guidance</b></p> <ul style="list-style-type: none"> <li>• Give advice and guidance to customers, on the phone, face-to-face and electronic, on related area of work following standard procedures</li> <li>• Investigate problem/issue(s) and provide appropriate solution(s)</li> <li>• Provide adequate support to users as directed</li> <li>• May involve inspecting and reviewing situations for compliance</li> <li>• May involve interacting with and pro-actively supplying information to community groups and members of the public</li> <li>• May involve taking and/or advising on appropriate action within remit</li> <li>• May involve responding to escalated queries from members of the public</li> </ul> <p><b>Customer Service and Representation</b></p> <ul style="list-style-type: none"> <li>• To present a positive image and service to both internal and external customers</li> <li>• Individuals are required to effectively engage with internal and external customers at all levels, in order to provide a high quality standard of service</li> <li>• Maintain confidentiality in relation to data protection issues and Management Of Police Information (MOPI) standards</li> </ul> <p><b>Organisation/Planning</b></p> <ul style="list-style-type: none"> <li>• Plan and organise allocated own work</li> <li>• Co-ordinate with other team members</li> <li>• Contribute to departmental subject/functional/unit plan</li> <li>• Develop and implement sub project plans</li> <li>• Develop and agree a course of action covering the short and medium term</li> </ul>

	<ul style="list-style-type: none"> <li>To organise and schedule events/meetings as directed</li> </ul>
	<b>People Management</b> <ul style="list-style-type: none"> <li>May monitor and allocate workload and monitor performance</li> <li>Coach and mentor others</li> <li>Quality assure the standard of work of the team</li> </ul>
	<b>Processes</b> <ul style="list-style-type: none"> <li>Adapt and refine work practices and procedures in own area</li> <li>To follow, create, amend, improve and quality assure processes for use by self and others</li> <li>Ensure various transactions are processed</li> </ul>
	<b>Research/Investigation</b> <ul style="list-style-type: none"> <li>To undertake research on legislation/ complex/ sensitive/ contentious specific subject matters</li> <li>Present recommendations</li> <li>Gather and analyse information and provide results for further analysis</li> <li>To carry out investigations of relevant problems, queries and/or situations</li> <li>Follow-up enquiries as directed</li> </ul>
	<b>Risk Management and Legal Compliance</b> <ul style="list-style-type: none"> <li>Identify risks within own remit</li> <li>Identify controls to mitigate risks and inform</li> <li>Comply with legislation</li> </ul>
	<p>In addition, the post holder must be prepared to undertake such additional duties which may result from changing circumstances, but which may not of necessity, change the general character or level of responsibility of the post.</p>
<b>Qualifications</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>Must have a good standard of education to at least GCSE A-C Level, including Maths and English, or be able to demonstrate equivalent skills and abilities.</li> <li>Completed Risk Matrix 2000 training (or be prepared to work towards attaining)</li> <li>Completed ViSOR training (or be prepared to work towards attaining)</li> <li>Completed active risk management training ARMS (or be prepared to work towards attaining)</li> <li>Completed the Management of Sexual Offenders and Violent Offenders Course. (MOSOVO) COP (or be prepared to work towards attaining)</li> <li>Completed field search software or similar interrogative software training (or be prepared to work towards completing)</li> <li>Completed Cyber Crime/Open source investigative training (or be prepared to work towards completing)</li> </ul>
<b>Skills</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>Must be computer literate and proficient in Microsoft applications.</li> <li>Must have interview and interrogation skills.</li> <li>Must have previous investigative skills attained on an investigative department</li> </ul>

	<p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Welsh Language Level 2 - Can understand the essence of a conversation in Welsh, and can convey basic information and respond to simple requests in Welsh. Can use Welsh to transfer telephone calls. Can introduce oneself and others by name, role, and location/organisation. Can contribute in a meeting partly in Welsh</li> </ul>
<b>Knowledge</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Must have up-to-date knowledge of scientific aids, legislation and procedures.</li> <li>Must have knowledge of Sex Offender Notification Requirement</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Knowledge of ViSOR</li> <li>Knowledge of Sexual Harm Prevention Orders (SHPO)</li> <li>Knowledge of Multi Agency Public Protection Arrangements (MAPPA)</li> </ul>
<b>Personal Qualities</b>	<p><b>Serving the Public</b>  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 strive to address them  Builds public confidence by talking to 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</p> <p><b>Professionalism</b>  Acts with integrity, in line with values 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 putting in extra effort when required  Upholds professional standards, acting honestly and ethically and challenges unprofessional conduct or discriminatory behaviour  Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required</p> <p><b>Openness to Change</b>  Positive about change, responding flexibly and adapting to different ways of working  Finds better, more cost effective ways to do things, making suggestions for change  Takes an innovative and creative approach to solving problems  Asks for and acts on feedback, learning from experience and developing own professional skills and knowledge</p> <p><b>Service Delivery</b>  Understands the organisation's objectives and priorities and how work fits into these</p>

	<p>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</p> <p><b>Decision Making</b>  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 light of new information and changing circumstances  Balance 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</p> <p><b>Working with Others</b>  Works co-operatively with others to get things done, willingly giving help and support to colleagues  Is approachable, developing positive working relationships  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 address their specific needs and concerns  Treats people with respect and dignity, dealing with them fairly and without prejudice taking a non judgemental approach regardless of their background or circumstances</p>
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All individuals of South Wales Police must display the qualities to be able to work in an organisation with minority groups and provide service to minority groups in communities. They must show that they are able to contribute to an open, fair working environment where inappropriate behaviour is not permitted. They must display no evidence of the likelihood to contribute in any way to work place bullying or any other form of discriminatory behaviour.

### Method of Assessment

When completing your application please ensure you only complete the sections marked below as these are the sections you will be marked against for the shortlisting stage of your application.

Qualifications	
Skills	Yes
Knowledge	Yes
Personal Quality – Serving the Public	
Personal Quality – Professionalism	Yes

Personal Quality – Openness to Change	
Personal Quality – Service Delivery	
Personal Quality – Decision Making	Yes
Personal Quality – Working with Others	Yes