

Position Description

Published

Field Training Officer

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V2

Position Description

Reports to:	Section Supervisor
Direct reports:	None
Location:	Generic Location
Is non shift work/shift work involved?	shift work
Remuneration range:	Allowance Only
Position title:	Field Training Officer
Position applies to:	Office of Constable
Police Children's Worker:	Core (a Core Children's Worker safety check required)

Other Requirements

Note: This is a Portfolio Description not a Position Description. This is to be read in conjunction with the Position Description of the appointed position of the Field Training Officer eg. Constable: General Duties, Strategic Traffic Unit Officer etc.

Compulsory requirements:

Successful applicants must –

- Have gained Permanent Appointment
- Have an acceptable performance appraisal for the past year
- Hold a current PCT
- Hold all current PITT qualifications
- Hold a current suicide prevention
- Hold a current First Aid Certificate
- Have an acceptable disciplinary record

Purpose

To work with Probationary Members in the initial stage of their probationary period.

Plans, oversees and debriefs Probationary Members on their learning experiences.

To be a positive role model to probationary Constables.

Provides on the job training to bring Probationary Members to the point where they can competently and safely work on their own.

Key Result Areas**1. Service Delivery****General Operating**

- Displays superior levels of knowledge, skill and performance in their core position – particularly with regards to General Duties and/or Road Policing and problem solving

- Provides an effective community based Police response to incidents requiring Police attention and act as a liaison between the Police and the community.
- Communicates shortfalls in Probationary Members workplace performance frankly and honestly, providing constructive criticism
- Keeps up to date with current and new legislation, policies and procedures.
- Integrates safety and health into all aspects of work practices
- Conducts all instruction and use of equipment in accordance with standards outlined in policy and procedure guidelines.
- Regularly analyses and evaluates own performance
- Displays knowledge of and commitment to the strategic and tactical direction of front line policing – particularly intelligence led crime reduction and the Workplace Assessment Programme

Training and Education

- Acts as a mentor and facilitator of Probationary Members development during the probationary period.
- Provides advice and feedback to Probationary Members as required.
- Coaches Probationary Members in field situations and all aspects of General Policing including traffic enforcement.
- Actively promotes ongoing learning opportunities for Probationary Members

Professionalism

- Displays high standards of integrity at all times and in all situations
- Provides effective leadership and role modelling by displaying high personal standards
- Facilitates individual development by demonstrating appropriate coaching and mentoring practices.
- Maintains highest standards of professionalism in all situations and interactions with Probationary Members.
- Maintains a positive working relationship with Section Supervisor
- Displays a positive attitude

Relationship Building

- Builds and maintains close and supportive working relationships with –
 - Probationary Member
 - Section supervisor
 - Other Field Training Officers
 - Workplace Assessors
- Displays willingness to assist junior staff.

Notes

