



Staffordshire Police - Role Profile

Early Intervention & Prevention Problem Solvers

Grade/Rank:	F Grade
Directorate:	Neighbourhood and Partnerships
Reports to:	Operational Manager for Vulnerability, Early Intervention & Prevention Unit
Direct Reports:	None

Role Purpose

The Early Intervention & Prevention Problem Solver will work as an integral part of Strategic Early Intervention & Prevention Unit. The role will contribute to the delivery of Force priorities through the provision of strategic vulnerability, early intervention and prevention.

The role will provide information, advice and guidance on structured problem solving and the delivery of effective crime prevention initiatives; to support the achievement of force objectives to minimise crime, disorder and antisocial behaviour and protect people from harm utilising problem solving techniques. There will also be the requirement to develop vulnerability, early intervention and prevention strategies and tactical options through problem analysis.

The problem solver will have a thematic area of responsibility as per the EIPU matrix, with the capability to provide support in other areas where necessary.

Key Tasks and Responsibilities:

Engage and participate with internal and external partners and stakeholders in the formulation of early intervention and prevention strategies.

Advise and provide specialist guidance to neighbourhood policing teams, safeguarding, senior management and partners in the formulation of tactical and strategic prevention. To enable the Force to identify and prioritise issues, identify underlying causes and to develop appropriate interventions.

Support the evaluation of wider early intervention and prevention effectiveness through outcome based analysis.

Provide a single point of contact for advice on policies and strategies that may affect levels of vulnerability across the county and as appropriate on cross-border criminality.

Responsibility for an area of vulnerability as defined within the unit's matrix and provide support for other thematic areas as and when required.

To co-ordinate and contribute to problem solving and incident reduction for thematic strands. By providing specialist knowledge and advice and support to operational and



strategic resources to achieve prevention and reduction in this area and ensure informed safeguarding decisions are made.

Develop vulnerability, early intervention and prevention strategies and tactical options through problem analysis and inform the units performance framework.

Undertake responsibilities in relation to Statutory and National reporting for the thematic area, including ensuring compliance with policy and procedures and quality of service.

To work with Learning & Development to make sure that any operational / national changes are implemented to front line officers and staff.

Attend and Co-ordinate internal and multi-agency where required.

Update Police systems and be responsible for the monitoring of the vulnerability toolkit and other resources available to the Force.

And to be accountable for: (ie responsibilities held by others but measured and owned by this role)

Early Intervention Strategy

Behaviours

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

This role should be operating at the following levels:

Resolute, compassionate and committed

We are emotionally aware		Valuing Diversity	1b
		Managing Sensitivities/Political Savvy	2
We take ownership		Customer Service	1b
		Maintaining Accuracy/Sustainable Working	2

Inclusive, enabling and visionary leadership

We are collaborative		Partner Working	2
		Managing Complexity/Strategic Planning	2
We deliver, support and inspire		(self) Leadership	1b
		Supporting Colleagues/Coaching & Mentoring	1a



Intelligent, creative and informed policing			
We analyse critically		Problem Solving	2
		Situational Judgement	2
We are innovative and open-minded		Continuous Improvement	1b
		Futurology	1b

Education, Qualifications and Experience	
Essential:	Desirable:
<p>Experience of Windows based applications including Microsoft Office packages, with good keyboard skills.</p> <p>Have previous experience of working with Powerpoint in order to interpret and prepare reports and presentations and be able to deliver presentations to all levels of the organisation, professional bodies, partners and other stakeholders.</p> <p>Experience of working to deadlines and delivering results through effective planning and organising, demonstrating the ability to prioritise own time and workload.</p> <p>Experience of working methodically and accurately even under pressure and with minimal supervision.</p> <p>Experience of working as part of a team to work and demonstrate a proven ability to support colleagues in order to achieve work objectives.</p> <p>Demonstrate effective interpersonal skills; the ability to communicate clearly, concisely and effectively both verbally and in writing at both a strategic and tactical level.</p> <p>Have the ability to deal with people in a sensitive, tactful yet assertive manner and experience in chairing and contributing to meetings.</p> <p>Demonstrate resilience, determination, drive and ability to overcome obstacles, in order to achieve goals and maintain effective performance whilst demonstrating a high level of personal responsibility.</p>	<ul style="list-style-type: none"> Staffordshire Police Systems Safeguarding background



Have experience of building and maintaining effective working relationships with a range of key stakeholders including partnership agencies.	
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Technical/Operational Skills Matrix (See Skills Matrix)				
Essential:	Desirable			
Leadership Passport Level	Practitioners & Team Leaders	1 st Line Mgrs	2 nd Line Mgrs	Senior Mgrs
	1	2	3	4

* Indicates that training will be provided as part of the role in this skill

CPD Requirements
<ul style="list-style-type: none"> To keep up to date with relevant information, legislation and guidelines Attend all appropriate training course to undertake this role including IT Where necessary be willing to undertake relevant training in order to fulfil the role including local training and national College of Policing training. Undertake the Force Problem Solving training – Specialist Standard

Professional Registration/Licences

Special Conditions					
Own car for business use	Yes				
Higher level vetting required	No				
Requirement to wear Uniform	No				
Requirement for post entry training	No				
Fixed Hours	No				
Weekend working expected	No				
Shift allowance	No				
Fixed term or temporary role	No				
Politically Restricted	No				
On call/standby rota	No				
Flexitime Role	Yes				
Notice Period	1 week	28 Days	1 month	3 months	



As part of the limited duties profiling, this role has been identified that the role holder must be able to fulfil the following core capabilities. To meet the Equality Act (2010) reasonable adjustments will be made wherever practicable.

Limited Duties			
Sit for reasonable periods(consider impact of driving) a1	Y	Evaluate information (d1)	Y
To write(a2)	Y	Record details (d2)	Y
Read(a3)		Exercise reasonable physical force in restraint & retention in custody (e1)	N
Use the telephone(a4)	Y	Understand information (f1)	Y
Use(or learn to use IT)(a5)	Y	Retain information(f2)	Y
Run reasonable distances (b1)	N	Explain facts & procedures (f3)	Y
Walk reasonable distances (b2)	N	Work the full range of shifts	N
Stand for reasonable time (b3)	N	Shift - Earlies (g1)	N
Make decisions (c1)	Y	Shift - Lates (g2)	N
Report situations to others (c2)	Y	Shift - Nights(g3)	N

Agile Profile (See Agile Matrix)						
Base	Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours
2	4	5	2	5	5	3