


POLICE SCOTLAND
Role Profile

Rank: Chief Inspector

Role: Chief Firearms Instructor

Business Area: Operational Support

Role Purpose

(This section summaries the key function of the role)

In this role you will have responsibility for the design, development and delivery of Armed Policing training across the Force area. You will ensure all training within the geographic and functional areas of responsibility are delivered in accordance with Police Scotland policy and guidance, the authorised Training planner and the agreed Armed Policing Role Profiles. You will ensure that Police Scotland Armed Policing Training is compliant with national policy and guidelines relating to the delivery of firearms training through the annual College of Policing Firearms Training Licensing process.

Performance Framework (This section links to the Organisational Performance Framework and what outputs the role will be work towards Nationally)

The Performance Framework [Click Here](#)

Policing Plan [Click Here](#)

Key Accountabilities

(This section details the key responsibilities required for the role)

1. Maintain responsibility for the development and ongoing management of the Armed Policing Training Planner to ensure requisite training is received by officers performing Operational, Tactical and Strategic roles within the armed policing function.
2. Approve the content of all training packages prepared by instructional staff for the delivery of training and in particular all Risk assessments and Safety briefs to ensure the safety of all participants.
3. Ensure all trainers within the geographic and functional areas of responsibility are subject to annual assessment of performance within the training environment to ensure compliance with College of Policing Firearms Training Licence.

OFFICIAL

4. Chair regular meetings with Senior Training Managers and Training Managers to ensure standardised training delivery.
5. Ensure students receive fair, impartial and professional feedback on performance and where shortcomings are identified to consider the provision of suitable developmental plans.
6. Ensure that all training delivered is accurately recorded for subsequent review and that all specialisms associated with that training are governed in such a manner so as to prevent unauthorised access to weapons, delivery of tactics or other use of that specialism.
7. Support the development of instructor portfolios to ensure that the design, development and delivery of training is performed by officers competent and authorised to so.
8. Ensure local delivery centres for Armed Policing Training are suitably resourced including the presence of an effective Training Manager to ensure the delivery of training is not compromised.
9. Oversee a systematic processes to ensure Armed Policing Training is standardised and complied with throughout Police Scotland.
10. Represent Armed Policing Training at Police Scotland internal meetings and the Police Scotland at UK national meetings/work groups in order to promote the work of Armed Policing Training and positively influence the decisions making process.
11. Monitor all police circulations for relevancy to area of responsibility and formulate, monitor and review policy and practice in relation to all aspects of Police Use of Firearms in order to ensure current good practice is adhered to and to protect the reputation of Police Scotland.
12. Undertake any such duties which are consistent with the nature, responsibility and rank of the post

OFFICIAL

Competency Values Framework (CVF)

All roles are expected to know, understand and act within the Police Scotland Code of Ethics.

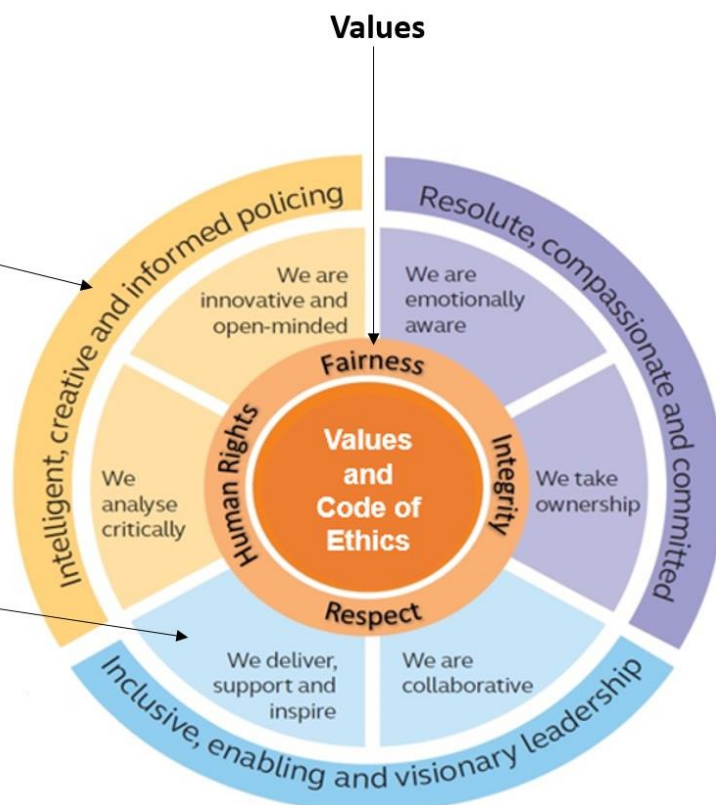
The Competency and Values Framework (CVF) has six competencies that are clustered together into three groups. Under each competency are three levels that show what behaviours will look like in practice.

Three Clusters

The three Clusters describe ways of working and are made up of competencies

Six Competencies

Each competency has three levels, with three being the most complex. These levels are not assigned to specific ranks



It is suggested that this role should be operating or working towards the following levels.

Resolute, compassionate and committed	
We are emotionally aware	Level 2
We take ownership	Level 2
Inclusive, enabling and visionary leadership	
We are collaborative	Level 2
We deliver, support and inspire	Level 2
Intelligent, creative and informed policing	
We analyse critically	Level 2
We are innovative and open-minded	Level 2

Education, Qualifications. Skills and Experience

(Outlines the skills and education and qualification requirements to be able to fulfil the role, this criteria should be considered as part of an individual's PDC)

Have a minimum of NVQ level 3 in Health and Safety. This normally takes the form of the Institute of Safety and Health (IOSH) Managing Safely qualification.

Be a qualified, competent and current firearms instructor and ideally be A1 assessor trained (or equivalent) in order to peer assess their instructors in support of the College firearms training licence process.

Continuing Professional Development (CPD)

(Outlines possible continuing professional development activities which enable the individual to maintain and enhance competence in the role)

Professional Registration / Licence

(outlines any ongoing registration or licensing requirements of the role)

Complete all annual and mandatory training required for the role.

Tactical Firearms Commander
Post Incident Manager