



Role Title	Human Trafficking Training and Partnership Officer	Reporting to	Detective Inspector
Section	Human Trafficking Team	District/Department	Protective Services, Crime
		Rank/Grade	SO1

Part A – JOB DESCRIPTION

Overall purpose of role	To provide effectively designed, relevant and accurate legal/procedural criminal training on Modern Slavery and Human Trafficking to staff and partners to equip them with the knowledge and skills to conduct criminal investigations competently.
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Key outputs for role –

1. Lead by example and behave in line with the Police Code of Ethics ensuring that the force values and behavioural expectations are clearly understood and considered by managers, officers and staff in their decision making and actions; reinforcing and influencing them through all interactions and processes.
2. To delivery accurate and relevant comprehensive training on criminal law, current policies and Police procedures in relation to Human Trafficking and Modern Slavery to staff, to ensure their specific training needs are met by combining different methods of delivery.
3. Constantly monitoring and research legal developments in relation to Human Trafficking and Modern Slavery whilst providing specialist legal inputs into the design and delivery of training.
4. To identify training needs and requirements based on this research and design relevant training material accordingly, incorporating competency assessments and subsequently evaluate the effectiveness of training in conjunction with Training and Development Centre.
5. To raise awareness of Human Trafficking and Modern Slavery to all staff and appropriate partners whilst providing them with up-to-date knowledge that they can use to successfully prevent or detect crime whilst ensuring protection of victims and successful prosecution and conviction of offenders.
6. Provide specialist advice on criminal law and procedures in relation to Human Trafficking and Modern Slavery to the Force and partner agencies to ensure that force policy is followed and that best practice is achieved.
7. Engage and work collaboratively with partners to combat Modern Slavery especially around the prevent agenda. Work across multi-agency partnerships from local to national level, promoting and facilitating joint working with appropriate partners, enabling a holistic approach to combating Human Trafficking and Modern Slavery to ensure victims receive a professional service and to make our communities safe and feel safer.
8. Be a single point of contact for Human Trafficking and Modern Slavery partners, working in a collaborative way on strategic outcomes ensuring the most effective and efficient ways of working are achieved.

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- Provide inputs to various areas around Human Trafficking and Modern Slavery internally and externally
- Engagement and collaborative working with partners.

Work/Business contacts

Internal: Specialist departments of the Force. Force Training School re: training identification and course evaluation. All ranks of Police officers and Police staff, both in the delivery of training and to provide specialist advice on legal matters.

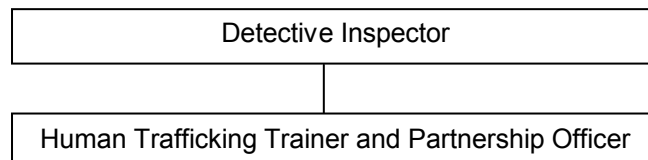
External: Statutory and non-statutory agencies, Non-Government Organisations and business sector

Expertise in Role Required (At selection - Level 1)	Essential or Desirable
<ul style="list-style-type: none">• Excellent communication skills, both written and verbal and the ability to effectively disseminate complex information.	Essential
<ul style="list-style-type: none">• Ability to develop clear, concise and articulate training and deliver this to a variety of audiences in the most suitable method.	Essential
<ul style="list-style-type: none">• Willingness and ability to successfully complete the appropriate accredited trainers course to become an approved crime trainer	Essential
<ul style="list-style-type: none">• Willingness and ability to successfully undertake Training Needs Assessment and Training Design	Essential
<ul style="list-style-type: none">• Basic knowledge of computer packages and Databases, such as Microsoft Office.	Essential
<ul style="list-style-type: none">• Ability to build strong working relationships with other teams, including Districts, statutory and non-statutory agencies, NGO's and business sectors	Essential
<ul style="list-style-type: none">• Basic knowledge of Human Trafficking and Modern Slavery law, policy and procedures	Essential
<ul style="list-style-type: none">• Ability to demonstrate a working knowledge of current training methods used within West Yorkshire Police.	Desirable
<ul style="list-style-type: none">• Previous experience of partnership working, especially around the issues relating to Human Trafficking and Modern Slavery	Desirable
Other (Physical, mobility, local conditions)	
<ul style="list-style-type: none">• Ability to travel around the force for business purposes	Essential
<ul style="list-style-type: none">• Willingness to work varied hours and be available to work locally/regionally/nationally if necessary	Essential
<ul style="list-style-type: none">• Ability and willingness to travel within and outside the Force Area to deliver training	Essential
<ul style="list-style-type: none">• Access to a car and prepared to use it for business purposes	Desirable

Expertise in Role - After initial development - Level 2

- Has successfully identified, developed and implemented new and innovative Human Trafficking and Modern Slavery training methods to a number of audiences
- Is able to demonstrate a detailed knowledge of criminal law, Human Trafficking and Modern Slavery issues and Procedures
- Has basic knowledge of the organisational structure and relevant working practices of the Department and Force Training and Development Centre
- Experience or knowledge of law enforcement processes and/or investigation in relation to Human Trafficking and Modern Slavery
- In-depth understanding of the current and potential future landscape of Human Trafficking and Modern Slavery
- Successful completion of relevant courses and training.

Structure



PART B – COMPETENCIES & VALUES

Competency and Values Framework –

http://www.college.police.uk/What-we-do/Development/competency-and-values-framework/Documents/Competency-and-Values-Framework-for-Policing_4.11.16.pdf

Level 1 –Practitioner

PART C - DEVELOPMENT OF ROLE

Expertise in Role (Advanced - Level 3)

- Has delivered high volumes of Human Trafficking and Modern Slavery Training
- Is used by officers from West Yorkshire and other Forces as a source of expert information and guidance regarding Human Trafficking and Modern Slavery Training
- Continually identifies multiple training needs and designed and delivered training to meet these.

PART D - ACCESS & VETTING

Standard IT Access	Default
Police Building (Perimeter and Zone access)	Perimeter Access to Police Buildings where based
Vetting Level	Management vetting
Date accepted as a role profile	30/3/17