

Applications

The application window for Direct Entry Inspector will run from 7 January until 18 February 2019.

If your application is successful, you will be invited to attend a force interview prior to being/not being recommended for the national assessment centre.

If everything goes well, you could be joining the police service in the autumn of 2019.

To find out more visit leadbeyond.police.uk

If you cannot find the answer you are looking for on the website, please email your enquiry to talent@college.pnn.police.uk

Benefits

This is an important role and the package is competitive. Rates of pay vary by force but you can expect to receive a starting salary in the region of £49,000 per annum from day one. Under current arrangements, that salary will increase year on year, once you have successfully completed the programme.

You can find out more about the participating forces on our website and package specifics on their websites. For instance, you may also receive additional allowances such as London weighting to complement your salary.

Furthermore, you will be guaranteed an excellent pension plan and a fair and inclusive promotion policy, plus a minimum of 25 days' annual leave.

The College of Policing:

- sets standards of professional practice
- identifies, develops and promotes good practice based on evidence
- supports the professional development of those working in policing
- helps police forces and other organisations to work together to protect the public and prevent crime
- identifies, develops and promotes ethics, values and standards of integrity.

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Direct Entry Inspector Programme



You've led a team, now lead in policing

The issues faced by today's police service call for fresh ideas and new ways of working

The Direct Entry Inspector programme offers the training and support you need to make the transition to an operational leader in the police service. It is for exceptional individuals with proven leadership and management skills who want a challenging and rewarding career. The programme has been designed to deliver robust and comprehensive training to ensure that, on completion, you will be a competent uniformed operational inspector able to make an immediate positive impact on policing, the local community and wider society.

Although exciting, intense and varied, being a police officer is not a nine-to-five job. It involves unpredictable hours and working in high-risk circumstances. You will be expected to manage critical incidents and to direct and support your team in dealing with situations that are often complex and time-critical. You will have to justify and hold accountability for your actions to ensure that you are working ethically, with integrity and to the standards the public expect.

The 24-month programme is a blend of classroom learning delivered at regional training centres and operational training in your local force. You will spend 80 per cent of your time on operational rotation, learning what policing is all about.

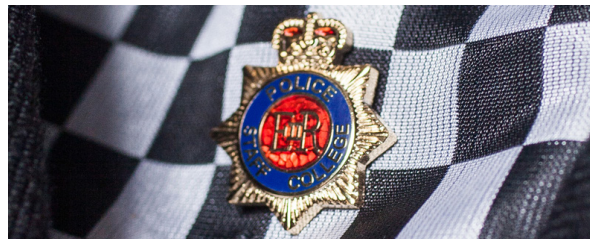
The College of Policing has also developed a Direct Entry Superintendent programme.

Visit [leadbeyond.police.uk](https://www.leadbeyond.police.uk) for more information on both programmes.

About the role

An inspector is an operational leader generally responsible for planning and directing the work of a team of police officers and staff in a diverse range of policing activities. You will be managing policing operations and will frequently find yourself the most senior officer on duty due to the round-the-clock nature of your role.

You will lead briefings and review incidents as they come in, allocating resources as well as responding immediately to critical situations. You will need to assimilate complex information quickly, make sound decisions and direct your team in response to numerous demands. You will also be at the forefront of change, needing to think beyond the constraints of current ways of working.



Training and support

The programme is designed to attract highly talented applicants from outside the police service and equip them with the operational competence and strategic understanding required for the role of inspector. You will undergo rotations at the ranks of constable, sergeant and finally inspector before completing the programme.

Although your selected force will take responsibility for much of your operational training, the College of Policing provides exceptional modular training at interim stages throughout the 24 months to support you.

Eligibility

Policing can be physically, mentally and emotionally tough and joining as an operational leader brings its own challenges. We typically expect candidates to have a Level 6/7 qualification but will also consider applicants who can demonstrate equivalent level experience for the 2019 programme. You will need to demonstrate collective and adaptive leadership qualities, innovative ideas and the determination to make tangible differences in modern policing.

You also need to meet the same eligibility criteria required of other individuals who join the police service. These include checks around your financial position, any previous criminal convictions, your level of fitness and whether you are a member of any political groups. A questionnaire to assess your eligibility can be found at [leadbeyond.police.uk](https://www.leadbeyond.police.uk)



You will be given everything that you need to progress and shown how to put that learning into practice.

Each candidate is supported with:

- mentors
- tailored personal development plans
- exceptional training delivered by experienced police officers and outstanding subject matter experts
- on-the-job training with personal coaching and supervision.

The programme includes some residential modules.