

ROLE PROFILE

Post Title:	National Firearms Instructor – Police Staff	
Grade:	LC 8	JE: 513B
Location:	HQ Tactical Armed Operations	
Responsible to:	Chief Firearms Instructor	
Responsible for:	N/A	

Job Purpose:

To prepare and deliver force wide NPFTC compliant firearms training under the governance of the Chief Firearms Instructor. Training delivery will include the police use of firearms, tactics, and related subjects that the instructor has current proficiency in and can evidence through continuous professional competence.

To assess competence of students, identify areas of development and devise appropriate development plans.

Utilise the Firearms Chronicle system to record training delivery and competency.

Key Responsibilities:

This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

- Fulfil the role of National Firearms Instructor (as defined by the College of Policing) and Lancashire Constabulary Role Profile.
- Plan and deliver firearms training, including shooting, tactical and command training in accordance with the National Police Firearms Training Curriculum and the Armed Policing Strategic Threat and Risk Assessment.
- Revise, amend and/or update training material to ensure that the information remains relevant, accurate and current.
- Remain up to date with current practices and guidance as set out in the National Police Firearms Training Curriculum.
- Deliver effective training to groups of individuals, and test competence against learning outcomes and set assessment criteria.
- Provide a positive and safe learning environment for staff, enabling them to participate fully and develop in all relevant areas.
- Effectively maintain competence in all armoury related procedures.
- Understand interpret and operate within all National and Force policies, procedures and instructions relating to firearms training.

- Maintain understanding of the Firearms Chronicle system and record the required training data.
- To maintain a suitable level of fitness to pass role related medical examination and fitness test.
- To carry out any other duties which are consistent with the nature, responsibilities and grading of the post as required by the Chief Firearms Instructor.

Behaviours :

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. These competencies will be incorporated into the interview stage of the selection process.

For more details on these competencies please follow the link provided.

<https://profdev.college.police.uk/competency-values/>

This role is required to operate at or be working towards the levels indicated below:

Resolute, compassionate and committed

Behaviour	Level	To be Identified by
We are emotionally aware	1	Interview
We take ownership	1	Interview

Inclusive, enabling and visionary leadership

We are collaborative	1	Interview
We deliver, support and inspire	1	Interview

Intelligent, creative and informed policing

We analyse critically	1	Interview
We are innovative and open minded	1	Interview

Please note the link will provide information about all competency levels however you should refer to the level indicated above.

The levels are progressive so for example if level 2 is applicable all the areas in Level 1 & 2 in that competency area would apply to the role.

Values :

All roles are expected to know understand and act within the ethics and values of the Police Service. These will be assessed within the application/assessment or interview stage of the recruitment/selection process.

Integrity	Impartiality
Public Service	Transparency

Qualification		
Essential	Desirable	To be identified by
National Firearms Instructor within previous 3 years		Application form
PTLLS Qualified		Application form
IOSH Risk Assessor		Application form
	D13 Enhanced First Aid	Interview
	SFO Trainer	Interview
	MASTS Trainer	Interview
	COP Firearms Command Trainer	Interview
	SIG P320 Armourer	Interview
	SIG MCX Armourer	Interview
Knowledge / Experience		
A minimum of 1 years' experience of delivering firearms training and assessing to recognised national standards		Application/ Interview
Experience of effectively communicating across a wide spectrum of people both individuals and in groups		Application/ Interview
	Knowledge and understanding of the National Firearms Training Curriculum	Interview
	Knowledge of professional guidance in relation to police firearms authorities and practices	Interview
	Experience of delivery of NDM based College of Policing command packages	Interview
	Recent experience of the delivery and assessment of firearms tactics	Interview
	Knowledge of a variety of assessment tools and techniques	Interview
Ability to design and deliver safe firearms training in line with current Regional and National guidelines.		Application/ Interview
Experience in armoury process of police weapons.		Application/ Interview
	Knowledge of inputting, reviewing and extrapolating information from databases	Interview

	(Chronicle)	
Experience of producing relevant Risk Assessments in the firearms arena		Application/ Interview
Other		
An acceptable level of sickness absence in accordance with the Constabulary's Attendance Policy.		Attendance to be checked post interview by Recruitment for internal staff, via references for external applicants
Pass and retain Job Related Fitness Test Level 5.4		Meets the standards required for the Risk Assessment based Medical Examination for this role and fitness testing
Meets the required hearing and eyesight standards		Audio- visual examination

Please note that the use of the terms "Assessment & Interview" is based upon candidates being successfully short-listed. In addition, the Division reserves the right to select the most suitable candidate based upon any combination of assessments that is deemed appropriate.

Date last updated: Sept 2022