

**GRADUATE DETECTIVE PROGRAMME**



**NORTHUMBRIA  
POLICE**

# INTRODUCTION

There has never been a more rewarding time to be part of policing and the public service it provides. Northumbria Police are looking for individuals who share our vision to deliver an outstanding police service; working with our communities to prevent crime and disorder and protect the most vulnerable people from harm.

There is no doubt that officers, staff and volunteers are currently working during challenging times. But challenges inevitably bring opportunities and add to the adventure of a role that is anything but boring, much needed and

hugely rewarding. It is a real privilege to serve the communities of the North East and we want people who are passionate about making a real difference to come and work with us.

Recent public insight shows trust and confidence in Northumbria Police is extremely high and we have long been a national leader in this essential assessment of effectiveness. As part of our local policing family, successful applicants will have the ability to play an active and very personal part in ensuring we provide all the communities we serve with an outstanding service.

If you want to lead the way in a Force that is committed to delivering the highest levels of public service and the highest levels of support and wellbeing to its workforce, then a career in Northumbria Police could well be the place for you.

Good luck and very best wishes to anyone who seeks to take their first steps on the journey towards a hugely worthwhile career in policing.

Chief Constable  
**Winton Keenen**

“

...challenges inevitably bring opportunities and add to the adventure of a role that is anything but boring, much needed and hugely rewarding.

”



## OUR REGION

We're incredibly proud to serve a population of 1.5 million in Northumbria. Within our 2,000 square mile region we've more than 100 miles of award-winning coastline, vast areas of countryside and two vibrant cities.

**There is nowhere quite like it to live and work.**



## NORTHUMBRIA POLICE

**Northumbria Police is one of the largest and top performing police forces in the country, serving a population of 1.5 million people from a wide range of various communities, covering an area of more than 2,000 square miles.**

Northumbria Police is dedicated to working with communities and preventing harm in the communities within the North East of England.

There are around 5,390 people working at Northumbria Police and 420 more who contribute by volunteering for one of our various volunteer schemes. All work together to form one professional team who are dedicated to reducing crime across the North East and committed to working with partner organisations and the public to make a real difference in local communities.

## AREA COMMANDS

Northumbria Police provides a comprehensive policing service to communities across the North East via three Area Commands – Northern, Central and Southern. Between them, they cover the local authority areas of Newcastle, Gateshead, South Tyneside, North Tyneside and Sunderland – which are all predominantly urban – as well as Northumberland, which has both urban and rural areas.

Each area command has a Chief Superintendent who operates at a strategic level, working with partners, and is divided into policing sectors which have both response and neighbourhood policing teams.



**OUR MISSION,**

**VISION AND VALUES**

## OUR PURPOSE

# Keep people safe and fight crime.

## OUR VISION

**Deliver an outstanding police service;  
working with communities to prevent crime and disorder  
and protect the most vulnerable people from harm.**

## OUR VALUES

### Determined.

Nobody is more determined than us to keep our communities safe.

01



### Supportive.

A supportive, inclusive culture is everything to us. Full stop.

02



### Passionate.

Our region is amazing. It's in our DNA to be passionate about what we do.

03



### Dynamic.

We are brave and bold. We are dynamic in our thinking so bring on innovation!

04



### Proud.

We are a team like no other. Proud of who we are and what we do.

05





# IN A TYPICAL DAY

**NORTHUMBRIA POLICE:**



Handles  
**629**  
"999" calls



Records  
**154**  
sets of fingerprints



Deals with  
**1539**  
incidents



Travels  
**44000**  
miles



**39** takes  
DNA  
samples



Makes  
**187**  
arrests



Investigates  
**207**  
crimes



Receives  
**3395**  
phone calls

# MEET OUR

# HEAD OF CRIME

**Detective Chief Superintendent Aelf Sampson explains  
what you can expect in the role of a detective**

This is an exciting time to be part of Northumbria Police. We are looking for hard-working detectives who will drive investigations to a successful conclusion and support victims.

As with all roles within the police, anyone who is in a detective post will tell you it's the best job in the police. It is challenging, exciting and really rewarding – enabling justice for some of the most vulnerable victims in the most serious of crimes.

Being a qualified detective opens so many other doors in policing such as specialist roles in Safeguarding or homicide investigations as well as the worlds of covert policing.

As Head of Crime, the areas of business I am responsible for is vast and varied which is what makes the roles available to detectives so fascinating. There is an opportunity to work with real specialists in the fields of forensics, pathology, cyber and specialist prosecutors and barristers.

Naturally there is a balance, the role of a detective is hard work, and you can be dealing with upsetting crimes such as violent murders, victims of rape and sexual assaults but you will be given the support and resources you need to do the role to best of your ability.

As a detective we need someone with the ability to assume nothing, believe no-one and challenge everything- it therefore requires the ability to make decisions based on evidence, attention to detail and to maintain very accurate records of the lines of enquiry.

The investigations can be challenging and difficult in terms of the type of crime as well as the complexity but there is always someone to seek advice from and to collaborate with.

The ability to work on your own, take responsibility for an investigation and the lines of enquiry as well as working as part of a bigger team and bringing offenders to justice is crucial.

If you can bring these skills along with flexibility, a mind-set to question 'why' something has happened and crucially the ability to be tenacious in pursuing lines of enquiry you will thrive in an investigative role.

In return, you will be supported with the material to pass the exam, trained in investigation techniques including interviewing victims, witnesses and suspects and work in an inclusive and supportive team with access to specialists and advisors.

**I look forward to welcoming you to Northumbria Police.**



# MEET SOME

# OF THE TEAM



**Detective Constable Sarah Rose**

There really is no typical day being a detective, you need patience, tenacity and an investigative mind set. You really do need to be able to think outside the box and be able to spot when things don't add up and follow your instincts through to the end.

I love my work as a detective— the camaraderie, dealing with something different every day and getting results at court for victims. Being there for people in their darkest hour is a big motivation for me, being able to help those who really need us and be that support for them is something no other job can give.



### **Detective Constable Sarah-Jayne Morrison**

Being a detective is always something I wanted to do. I like working through the evidence and piecing it all together and the support you get from the team and the wider organisation is fantastic.

You work on your own crimes and investigations but you're also part of a big team all working to help tackle crime and find those responsible before they do it again. It's a feeling like no other.

It's a tough job and you deal with a lot of challenging crimes but knowing that the work you do and the effort you put in puts offenders in prison and protects people makes it all worth it.



### **Detective Constable Craig Testo**

Being a detective is a challenging but incredibly rewarding role.

You plan the best way to gather evidence to ensure those responsible for committing the most serious of crimes are held accountable. You learn a number of tactics including intelligence gathering, identification issues, interviewing methods, digital media, financial enquiries and surveillance. Investigation methods are continually evolving and every day you learn something new. Most importantly you get to protect and reassure the public, doing your best to meet and exceed their expectations.

I particularly enjoy how this role allows you to work alongside and learn from a variety of professionals. For example, doctors, scientists and pathologists have assisted me in showing how we can evidence an injury was definitively caused in a specific way, and lawyers have guided me through what I need to do to ensure my investigation meets the high standards a court expects. The sky really is the limit in respect of where you want your career to take you.

# WELLBEING

In Northumbria we are passionate about where we live, what we do and the strong sense of belonging our communities share.



We believe an inclusive workforce with people from diverse backgrounds and diverse skills and knowledge makes us stronger. We have a range of opportunities to suit you and your needs and we take work-life balance seriously here at Northumbria Police. Creating a great place to work is fundamental for us and our support associations are part of this wider commitment.

Available to all of our staff and volunteers they are here to support your wellbeing and assist in pursuing your career ambition. They include Women in Policing, the LGBT+ Association, the Northumbria Police Ethnic Minorities Association, the Christian Police Association and the Disability Association.

Likewise, taking care of your physical and mental wellbeing is incredibly important for us. We continue to invest in trained mental health first aiders onsite, an employee advice service offering 24/7 access to trained counsellors and a peer-led support programme. We have a keen focus on continuous professional and personal development.

**The decision is therefore yours as to how far a career with us can take you.**

# WHAT WE ARE

# LOOKING FOR?

Do you notice the things that others miss?

Can you follow an investigation through until the end?

We are looking for dedicated individuals with an eye for detail and are committed to the challenge ahead.

Our Graduate Detective Programme has been designed to allow participants to take control of investigations within an ever-changing criminal landscape. You will become a detective - someone who holds a lot of responsibility and is capable of handling a range of investigations.

You will join as a police officer but following the completion of the two year training programme you will qualify as a detective.

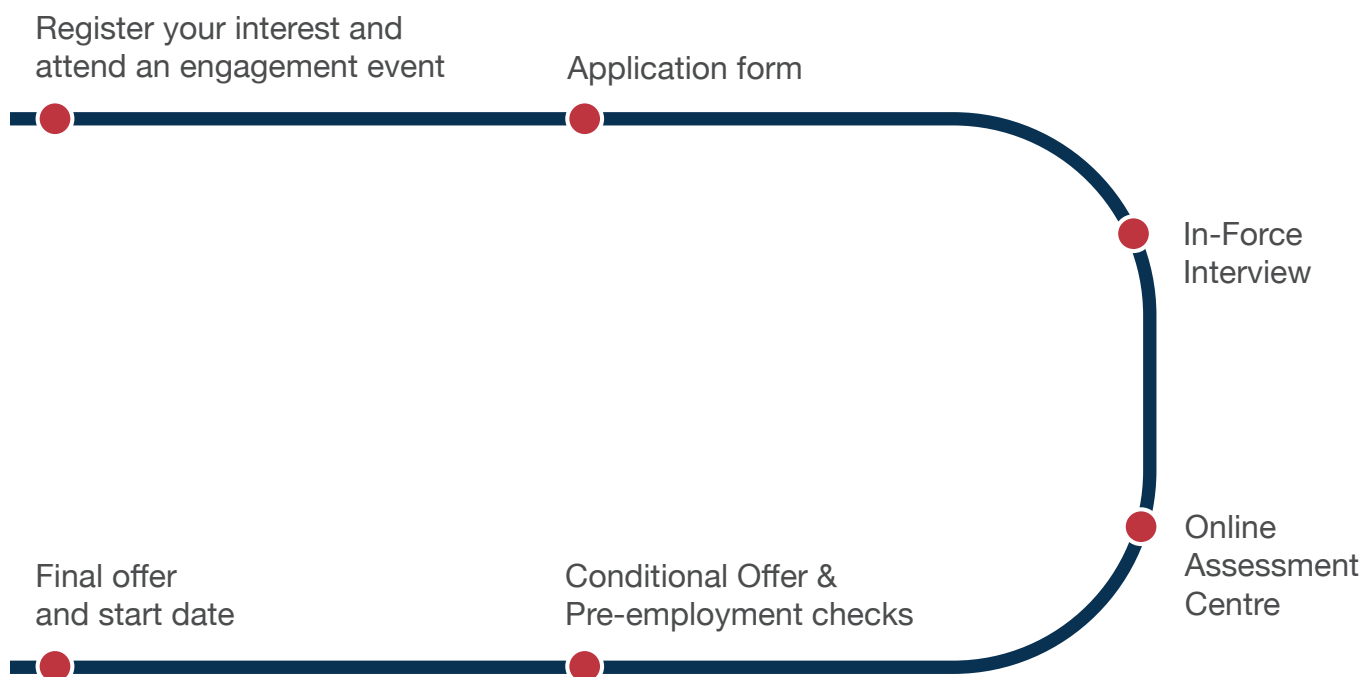
As a detective you will be faced with tough situations, changing crime trends, collecting evidence and bringing offenders to justice.

You need to be someone who is adaptable to the task at hand, enthusiastic about solving crimes and complex problems and able to support victims throughout the process.

Part of being a detective is demonstrating professionalism, resilience, and confidence in your ability to see the investigation through to the end.

# THE NEW YOU

# STARTS HERE



## Register your interest and attend an engagement event

Our virtual engagement events will give you an insight into what working as detective for Northumbria Police is really like. Speak to current serving detectives and our recruitment team to find out everything you need to know ahead of submitting an application. The engagement events are held on different dates/times to ensure accessibility for all, for more information about the eligibility requirements for the Police Officer role, visit our website.

## Application form

Our competency based application form will test how your current/prior work experience, education and life experience has prepared you for the role of an Investigator with #TeamNP. Make sure you do your research about what makes us tick here at Northumbria and the values and behaviours that contribute to making a successful detective.

## In-Force Interview

This is where we put your education, prior work experience and life experience to the test. It is also your opportunity to demonstrate what you would bring to the role and how you could make a difference if you were successful. As a force we run informative virtual sessions ahead of the in-force interview so you feel confident with the process.

## Online Assessment Centre

The online assessment centre is administered by the College of Policing, you will conduct a series of virtual activities designed to test your ability to choose appropriate actions in situations that would be similar to those you may face as a Police Officer. For more information on the assessment centre visit our website.

## Conditional Offer & Pre-employment checks

Once you have passed all of the above stages, you will receive a conditional offer of employment. We will then guide you through the relevant pre-employment checks. This will include a fitness test, medical with our Occupational Health Unit, vetting checks, fingerprint & DNA samples and references. Our dedicated recruitment team will discuss and guide you through these checks in more detail.

## Final offer and start date

Once all relevant pre-employment checks are completed we will discuss the start dates for the two-year Graduate Detective Programme. The programme is an academic and professional programme jointly delivered by officers from Northumbria Police and academic staff from Northumbria University. Once you have completed the course you will receive a Graduate Diploma in Professional Policing.

