

# **Ref. OPONI IO 03/2023/**

# **Application for Position of Investigation Officer (Current Investigation Directorate)**

**Office of the Police Ombudsman for Northern Ireland**

## Notes

* Applicants should submit this form only; supplementary material such as CV’s will not be considered.
* **This form must not be amended to adjust margins or space for examples etc.**
* Applications should be **handwritten clearly in block capitals or typed in font size 12.**
* **Applicants must clearly outline on their application forms how their qualifications and experience meet each of the essential and desirable criteria, giving length of experience and dates as required. If the individual believes their qualification is equivalent to the one required, the onus is on them to provide the panel with details of the modules studied etc, so that a well-informed decision can be made. It is not sufficient to simply list your duties and responsibilities. The Office will not make assumptions from the title of the applicant’s post or the nature of the Organisation as to the skills and experience gained. If you do not provide sufficient detail, including the appropriate dates to meet the eligibility criteria, the selection panel will reject your application.**
* **Completed application forms must be received no later than 4pm p.m. on 24th March 2023. Forms must be e**-**mailed to:** [**recruitment@policeombudsman.org**](mailto:recruitment@policeombudsman.org) **(***Technical problems associated with digital transmission of data can mean that email delivery is not instantaneous. It is recommended that emails are sent allowing sufficient time for any potential problems. Candidates should ensure that they keep evidence that they have sent their emailed applications within the required timeframe.)*

Corporate Services Directorate (Human Resources)

Office of the Police Ombudsman

New Cathedral buildings

11 Church Street

Belfast BT1 1PG

**Please do not remove this page from the application form.**

**1. Personal details** (Block letters)

|  |  |  |
| --- | --- | --- |
| Surname:  (Incl. Any former names) | Forenames:  (Please underline name by which you are known) | Title:  (Mr/Mrs/Ms/Dr/Prof etc.,) |
| Address:  Postcode: | |  |
| Telephone Numbers  Home:  Mobile: | | National Insurance Number: |
| Email: |
| Notice Period Required for Current Employment | |  |

**2. Employment History**

Please outline your career to date beginning with the most recent.

Reason for Leaving

Dates (Month and Year)

From To

Position Held

Employer Name and Nature of Organisation

**3. Referees**

Please give the names and addresses of two referees, at least one of whom should be your current (most recent if unemployed) manager/supervisor and have knowledge of your present work. We will not contact referees until a job offer has been made.

|  |  |
| --- | --- |
| Name  Designation/Occupation | |
| Address  Postcode: | |
| Tel No: | Email Address: |

|  |  |
| --- | --- |
| Name  Designation/Occupation | |
| Address  Postcode: | |
| Tel No: | Email Address: |

**4. Interview Arrangements**

|  |
| --- |
| Please give details of any special arrangements required at the interview centre. |
| Have you previously applied for any posts within this office?  If so, please give details. |
| Where did you learn about this vacancy? |

**5. Additional information**

|  |  |
| --- | --- |
| This Office holds an exemption to Rehabilitation of Offenders Act 1974. All convictions including cautions must be declared, failure to do so will make the application void and if discovered at a later date if employed, will result in summary dismissal for gross misconduct. |  |
| Do you have any criminal convictions?  If yes, please give details in a separate, sealed envelope marked confidential. | Yes / No |
|  |  |

|  |  |
| --- | --- |
| The role and duties of Investigation Staff within the Office requires that employee integrity is of a high standard and will not jeopardise evidence they may have to give in court. Applicants must declare if they have received any formal disciplinary warnings during the course of their employment, which is related to integrity and honesty. Failure to do so will make the application void and if discovered at a later date if employed, will result in summary dismissal for gross misconduct |  |
| Have you received any disciplinary warnings related to integrity or honesty?  If yes, please give details in a separate, sealed envelope marked confidential. | Yes / No |

*Please note information supplied in connection with the above may impact on your application being processed.*

**6. SELECTION CRITERIA**

**6.1 Essential Criteria**

In the sections below please outline how you meet the Essential Criteria as outlined in the Candidate Information Booklet.

**6.1.1**

A degree level qualification and a minimum of 2 years’ experience of managing criminal or other legal enforcement investigations at all stages.

**OR**

In the absence of the educational qualification have a minimum of 4 years working experience of managing criminal or other legal enforcement investigations at all stages.

**6.1.2**

Have experience in the writing of high quality evidence based reports including recommendations.

**6.1.3**

Possess excellent communication skills with ability to listen and be empathetic.

|  |
| --- |
| **6.1.4**  Have the ability to prioritise and plan work and investigations |

|  |
| --- |
| **6.1.5**  Hold a current driving licence and have access to a car, which is available for official business, OR \*have access to a means of transport that will enable the post holder to undertake the duties of the post in full.  \*This relates only to any person who has declared that they have a disability which debars them from driving. |

**6.2 Desirable Criteria**

**6.2.1**

Have experience of presenting evidence under cross examination in a court or other legally empowered body.

**6.2.2**

Have successfully completed a training programme in Investigative Skills.

**6.2.3**

Have experience in the use of digital media to assist in the investigation process.

**6.2.4**

Have operational experience in disclosure processes.

**6.3 Investigation Training Courses**

**This information does not form part of the shortlisting criteria and will only be considered if an offer of employment is made.**

|  |
| --- |
| Please outline any investigation related training courses you’ve attended in your career so far including;   * Course * Qualifications * Dates Of Attendance * Awarding Body/Organisation |

**6.4 Conflict of Interest**

|  |
| --- |
| Please outline any possible conflicts of interest which may impact on your capacity to fill this role with the Office. Please be aware that the subject of conflicts of interest will be discussed during the interview. |

**Declaration**

|  |
| --- |
| I hereby declare that the statements contained in this application form are, to the best of my knowledge, true and complete in every respect and that no material facts have been withheld, misrepresented or suppressed.  Signature: ………………………………………… Date: ……………………….. |

* **Please Note:** **The Equal Opportunities Form is an integral part of this application form and must be completed to ensure the Office meets its equality monitoring obligations. The form and guidance notes can be found on the following 4 pages.**

**POLICE OMBUDSMAN FOR NORTHERN IRELAND**

## SUMMARY MONITORING INFORMATION

|  |
| --- |
| Monitoring Reference Number: **OPONI IO 03/2023/** |

**FOR MONITORING PURPOSES ONLY**

This information will be treated in the strictest confidence and protected from misuse. It will be used only for the purpose of monitoring our equal opportunity employment policy.

Please indicate your religion or the religion to which you would be perceived to belong by ticking the appropriate box below:

I am a member of the Protestant Community

I am a member of the Roman Catholic Community

I am a member of neither the Protestant nor the Roman Catholic Community

Please indicate your gender by ticking the appropriate box below:

Male

Female

Please indicate your marital status by ticking the appropriate box below:

Married

Single

Divorced/Separated

Widowed

Other

**Disability** - Under the Disability Discrimination Act 1995 a person is considered to have a disability if he/she has a physical or mental impairment which has substantial and long-term adverse effect on his/her ability to carry out normal day to day activities. *(Please see attachment for further details).*

Do you consider that you meet this definition of disability? YES/NO

Do any of the disabilities or conditions listed below have a substantial and long terms adverse effect on your ability to carry out normal day-to-day activities? YES/NO

Please tick the category or categories which apply to you:

Hearing impairment

Visual impairment

Speech impairment

Mobility impairment

Physical co-ordination difficulties

Reduced physical capacity

Severe disfigurement

Learning difficulties

Mental illness/mental health difficulty

Please state the nature

or effects of your disability \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Please describe your ethnic origin by ticking the appropriate box below:**

White Indian

Irish Traveller Pakistani

Black – Caribbean Bangladeshi

Black – African Chinese

Black – Other (please specify)

Other (please specify)

National Insurance Number:-

Date of Birth:-

Have you previously applied for any posts within this Office? YES/NO

*If yes please give details*

Attachment:

*Guidance Notes in Completing the Disability Section of the Equal Opportunities Monitoring Form*

The Disability Discrimination Act defines disability as a physical or mental impairment which has substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.

A long term effect of an impairment is one which has lasted, or can reasonably be expected to last at least 12 months. Where an impairment stops having a substantial adverse effect on a person’s ability to carry out normal day-to-day activities, it will be treated as continuing to have that effect if it is likely to recur.

Apart from the use of spectacles or contact lenses to correct sight, the effect of treatment or correction on an impairment should be ignored. For example, in the case of someone with diabetes, whether or not the effect is substantial will depend on what the condition would be if he or she was not taking medication.

The guidance which follows contains examples of conditions which might give rise to particular categories of disability. You may feel that the suggested category is inappropriate in your case. For example, you may have a condition which is shown here as being likely to give rise to physical co-ordination difficulties, whereas in your opinion the resultant disability is more appropriately described under reduced physical capacity. In such cases you should choose the category which seems most suitable to you.

Hearing impairment:

For example, being deaf or hard of hearing. If you wear a hearing aid which brings your level of hearing to a par with the average, you are still considered to have a disability.

Visual impairment:

For example, being registered blind or partially sighted. If your sight is corrected by the use of spectacles or contact lenses, this is not considered a disability.

Speech impairment:

For example, being unable to speak, or having difficulty in speaking.

Mobility impairment:

For example, being able to walk only limited distances; having difficulty walking other than slowly or with unsteady or jerky movements; having difficulty sitting, standing, bending or reaching; having difficulty climbing stairs, or using a normal means of transport; needing to use a walking stick, crutches or wheelchair.

Physical co-ordination difficulties:

This relates to balanced and effective interaction of body movement, including hand and eye co-ordination, and might include, for example, problems of manual dexterity and of muscular control, e.g. incontinence, epilepsy, Parkinson’s disease.

Reduced Physical capacity:

This includes debilitating pain and lack of strength, breath, energy or stamina, such as might arise, for example, from cardiovascular conditions, asthma, diabetes. It may also result from progressive conditions, e.g. muscular dystrophy, cancer, multiple sclerosis, HIV/AIDS. (The DDA provides for people with these progressive conditions to be regarded as having a disability as soon as impairment arising from the condition has some effect on the ability to carry out normal day-to-day activities. The effect does not have to be continuous or substantial).

Severe disfigurement:

Examples of disfigurements include scars, birthmarks, limb or postural deformation or diseases of the skin. A tattoo is not considered as a severe disfigurement.

Learning difficulties:

For example, reading or writing with difficulty. Includes the mental inability to perceive physical danger.

Mental illness:

For example, having schizophrenia, clinical depression, severe phobias.