LINCOLNSHIRE POLICE JOB DESCRIPTION	
JOB TITLE: Major Crime Unit – Detective Constable	**POST NO:**
RANK:	Detective Constable
DEPARTMENT:	MCU
ACCOUNTABLE TO:	Detective Sergeant, MCU
STAFF MANAGED:	None
LOCATION/WORK BASE:	Sleaford Police Station

JOB PURPOSE AND SCOPE:

EMSOU-MC provides a collaborative unit to investigate crimes of murder and manslaughter across the East Midlands region. They will also support collaborative forces with other investigations subject to tasking and capacity.

EMSOU-MC is a dynamic environment seeking to maintain public confidence by the expedient and professional response to Major Crime Investigation.

Demonstrate the force values at all time. All staff involved in carrying out functions in this role will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

CORE WORK AREAS:

1. To form part of a dedicated team of officers who provide specialist support in the investigation of Major Crime.

2. To carry out effective and efficient enquiries into cases of Murder, Manslaughter and any other relevant investigations as determined by the Regional Tasking Process and Senior Investigating officers.

3. To gather intelligence and evidence relating to persons involved in crime, as described above, and to facilitate their arrest and prosecution.

4. To provide a quality of service to the people of Lincolnshire and the East Midlands region that ensures fair and equal treatment for all and be available for deployment anywhere within the East Midlands region, at the discretion of the Detective Chief Inspector (EMSOU- MC).

5. This is an excellent opportunity to work on high profile investigations. You will work closely with partner agencies with the aim of bringing offenders to justice. The role will enable the successful candidate to gain experience in all aspects of file preparation and case building.

EQUALITY AND DIVERSITY:
The post holder is required to carry out their duties in a way that supports the Force Equality Diversity and Inclusion Strategy.

HEALTH AND SAFETY:

The post holder will take all reasonable care of themselves and of others who may be affected by their acts or omissions.
All actions must be conducted in accordance with the forces Health and Safety policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:
Lincolnshire Police has a duty to promote the welfare of, and safeguard of children and vulnerable adults. The post holder is required to comply with Force Policy and Standard Operating Procedures in respect of safeguarding children and vulnerable adults.

Job description written by: DCI 808 Jennifer Lovatt

Date: 14/11/25
Updated: 28/10/26

PERSON SPECIFICATION

Post Title: Major Crime Unit - Detective Constable	**Post Number:** CR43
Section: Crime	**Grade:** Detective Constable

This form sets the standard for the person needed for this job, and also will be the basis for shortlisting and for the questions to be asked at interview. The requirements are job-related and described using appropriate words and marked E (Essential) or D (Desirable) as appropriate. There will not necessarily be an entry in every box.

	Requirements	Essential (E) or Desirable (D)	Measurement (see below)
Qualifications/ Training	Hold Full UK Driving Licence that does not have nine or more penalty points	E	A
	Successfully completed ICIDP and PIP2 accreditation (or be in the process of submitting their ICIDP portfolio with no supervisor concerns) and be competent in pause point assessments.	E	A
	HOLMES trained	D	A
Experience	Proven and demonstrable experience of investigating major and/or serious crime, with sound knowledge of criminal law, rules of evidence, CPIA disclosure and exhibit handling.	E	A/I
	Experience of successfully working within the confines of a small team and within larger investigation teams.	E	I
	Ability to prioritise and coordinate activities in response to changes in Operational situations and deadlines.	E	I
Skills	Communicate effectively and clearly both verbally (particularly when presenting evidence to Courts and hearings) and in writing	E	A/I
	Demonstrates initiative and the ability to work independently with minimal supervision while managing time effectively.	E	I
	Demonstrate the ability to develop strong working relationships both within the police, partners, and the wider community	E	A/I
	Demonstrate the ability to collate and analyse information	E	A/I
Knowledge	Understand the terms of reference, purpose	E	I

	Requirements	Essential (E) or Desirable (D)	Measurement (see below)
	and priorities of EMSOU Major Crime		
	Demonstrate a knowledge and experience of utilising different types of investigation opportunities e.g., mobile phones/electronic devices, traditional forensics – fingerprints/DNA etc.	E	A/I
	Demonstrate an understanding of the issues affecting the Force/Region and contribute effectively to performance	E	I
	Knowledge of the Major Crime Investigation Manual 2021, HOLMES and MIRSAP	D	I
Social Skills	Demonstrate a flexible/ adaptable approach to working practices in relation to hours and type of work	E	I
	Treat people with dignity and respect always	E	I
	Able to persevere in demanding situations when under pressure and demonstrate an awareness of managing their own welfare.	E	A/I
Motivation/ Commitment	Demonstrate high self-motivation and the ability to motivate others	E	I
	Willingness to work anywhere in Lincolnshire and the East Midlands Region as and when required	E	I
Other Requirements	The post requires security vetting to a MV level	E	O

Measurement	A. From application form	T. By test after shortlisting	I. Probing at interview	P. Presentation
	R. References		O. Other (please specify)	