

What's in it for me?

Being a detective is demanding, fast-paced and fulfilling. You will make a difference to the lives of those you come in contact with, and the community you work in.

The starting full time salary will be over **£31,907** (which includes **£2,000** South-East allowance) plus benefits. This can rise to over **£50,000** after 7 years.

Benefits

Competitive pension scheme ✓

Generous annual leave allowance (starting at 22 days a year rising to up to 30) plus additional leave entitlements such as for police sport and volunteering ✓

Assisted further education funding of up to 25% of course fees ✓

Gym facilities at several of our buildings ✓

Supportive and active staff groups, networks and associations ✓

Development opportunities including:

- Promotion
- Acquisition of specialist skills

Neurodiversity support ✓



HAMPSHIRE & ISLE OF WIGHT
CONSTABULARY



BECOME A DETECTIVE

Discover a career in Policing!

Want to know more about being a detective?

Visit the HIOWC website (scan the QR code) or contact:

**InvestigationsWorkforce
DevelopmentTeam**
@hampshire.police.uk

SCAN
ME TO
APPLY



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ME TO
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HAMPSHIRE & ISLE OF WIGHT
CONSTABULARY

Join Hampshire
& Isle of Wight
Constabulary



**CRIME
ACADEMY**



What is a detective?

Detectives are police officers who are trained and equipped to investigate serious and complex crime.

You can expect challenging, varied and rewarding work where no two days are the same. You will expect to investigate a range of offences including but not limited to:

- Serious cases of domestic abuse
- Drug dealing
- Serious assaults
- Sexual offences
- Murders and attempted murders

Detectives receive enhanced interview and investigative training and are required to pass the National Investigators Exam (NIE) which tests knowledge of the law.



How can I become a detective?

If you wish to become a detective you have several options.

Our Direct Entry Detective Constable (DEDC) entry route can support you to become an accredited detective within 2 years. This is a competitive process and opens for a limited time each year.

Or you can choose to become a Police Constable first and then train to become a detective. You can join through our other entry routes such as:

- Policing Plus (Police Constable Entry Programme PCEP)
- Policing Plus graduate

Recruitment Process

Joining on the DEDC programme requires several stages of assessment.

Expect throughout the process to experience:

Eligibility checks including whether you;

- have a full manual driving license
- have lived in the UK for the last 3 years
- For those applying for DEDC route, you must have a degree (360 credits) in any subject, or overseas equivalent as recognised by UK NARIC / UK ENIC

College of Policing online assessments

Application questions to be marked

In-house assessment day including but not limited to:

- Job related fitness test (JRFT)
- Interview
- Presentation
- Group discussion
- References

Pre-employment checks which include:

- A medical
- Vetting
- Tattoo checks (guidance is available online)

Initial postings:

This can be anywhere in Hampshire and the Isle of Wight, preferences are taken however there is no guarantee that you will be allocated your preferred location

If you elect for the DEDC route, you may not pass all stages. If this is the case do not panic, you may still be able to become a detective using one of our other routes. If this applies to you we will be in contact.

Where can being a detective take me?

As a Detective you will usually gain your initial experience within our Criminal Investigation Departments.

Then have the opportunity to specialise in one of our dedicated teams such as:

- Child Abuse Investigation
- Amberstone (Rape & Serious Sexual Offences)
- Economic Crime
- Major Crime (homicide)
- Serious and Organised Crime

There is also a clear promotion framework from Detective Constable to Detective Sergeant and beyond.

