



POLICE SERVICE IN SCOTLAND

RECRUITMENT – PERSON SPECIFICATION

POLICE CONSTABLE APPLICANT

Overall Post Objective

A police constable is responsible during the duty period for ensuring that the demands of the local community and the force are met through interaction with the public. To provide an appropriate, efficient response to all incidents encountered or requiring action and to provide a quality service at all times.

To meet or develop to this standard a recruit to the Scottish Police Service is required to meet the following criteria, which may be evidenced at different stages throughout the recruitment process.

Essential Requirements

1. At least 18 years of age on application.
2. Able to satisfy health and eyesight standards as laid down by the Scottish Executive.
3. Have the educational ability to pass the Standard Entrance Tests.
3. Provisional United Kingdom driving license on application.
4. Applicants must be a British citizen, a member of the EU or other states in the EEA, a Commonwealth citizen or a foreign national free of restrictions. You should also have been resident in the UK for a minimum of three years immediately prior to application. In certain circumstances, it is possible for the minimum residency period for vetting to be waived. This can only be done where it is possible to make, or confirm, checks in the relevant jurisdictions with local Law Enforcement and National Security bodies, which are equivalent, and of similar standard, to enquiries which would be made in the UK, on both the applicant and all family members and associates. In cases where it is not possible to make the equivalent checks, the residency criterion will be stringently enforced.

Core Requirements

1. Effective Communication.

The ability to communicate clearly, concisely and effectively both verbally and in writing.

The ability to listen effectively.

The ability to give and receive information in a positive and accurate manner
2. Team working

The ability to work with others in a constructive and supportive way to achieve Force objectives.

Diversity and Community Focus
4. The ability to treat people with fairness and dignity in respect of all members of the diverse community.
4. Personal Responsibility

Honest with a mature outlook and socially aware.

Can demonstrate assertiveness.
5. Resilience

Is self disciplined, enthusiastic and motivated.

Responds logically and decisively in demanding situations.
6. Problem Solving

Able to take decisions in a manner appropriate to the situation and considering all relevant information.

Desirable Requirements

1. Basic I.T. Skills

**Disclaimer - Please note that whilst this document denotes the criteria required for the Scottish Police Service there may be some local force variations.