

**LINCOLNSHIRE POLICE
JOB DESCRIPTION**

JOB TITLE: Protecting Vulnerable Persons (PVP) Detective Sergeant

RANK:	Detective Sergeant
DEPARTMENT:	Protecting Vulnerable Persons Hub (PVP)
ACCOUNTABLE TO:	Detective Inspector PVP
STAFF MANAGED:	Constables and Case Officers
LOCATION/WORK BASE:	Positions Countywide.

JOB PURPOSE AND SCOPE

To supervise officers conducting the investigation of serious and complex crimes that fall under the PVP allocation policy listed within the PVP protocol document.

To demonstrate the values, principles and standards of behaviours outlined in the Staff and Leadership Charter. To carry out this role in accordance with the principles of the Code of Ethics. 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 be responsible for the effective response to all child and adult abuse referrals received in accordance with the PVP Terms of Reference, LSCP and LSAP joint working arrangements and in consideration of Force policy and College of Policing guidance.
2. To respond effectively to all reports of Rape, Serious Sexual Offences, Familial Child Abuse and Child Sexual Exploitation in accordance with the PVP Terms of Reference, with further consideration of Force policy and College of Policing guidance.
3. To review and assess any incidents involving intrafamilial or vulnerable persons and to co-ordinate with others within Lincolnshire Police to ensure a joined up and appropriate response.
4. To oversee, co-ordinate and supervise all aspects of the investigation process, ensuring the highest quality of service to all stakeholders.
5. To understand and apply relevant risk assessment processes to ensure prioritisation of investigations and to safeguard those victims who are most vulnerable.
6. To be fully conversant and competent with relevant legislation, practice agreements and investigation procedures.
7. To respond positively to operational requirements in relation to all aspects of PVP, and as required and directed by PVP Managers.
8. To foster solid working relationships with partner agencies and ensure good communication and information sharing is maintained at all times. cultivate and maintain good relations between internal departments, external stakeholders and the community.
9. Improve performance through promoting and valuing diversity, in line with the Force Equality and Diversity Policy.

10. Lead, manage, develop and motivate staff in accordance with the Force's Leadership and Staff Charters.

OTHER DUTIES:

The post holder will be required to carry out such other duties as may be determined from time to time within the general scope of the post and department.

EQUALITY AND DIVERSITY:

The post holder is required to carry out their duties in a way that supports the Force Diversity 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

Date: 20th July 2026

PERSON SPECIFICATION

Post Title: PVP Detective Sergeant	Post Number:
Section: PVP	Grade: Detective Sergeant

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	Substantive Sergeant	E	A
	Successful completion of Initial Crime Investigation Development Portfolio	E	A
	Successful completion of Vulnerable Witness Interview course	D	A
Experience	Previous management experience within a PVP related environment	D	A/I
	Evidence of the effective management of safeguarding vulnerable victims	D	A/I
	Experience of building and managing effective teams.	D	A/I
	Experience of the requirements and practical application of the National Intelligence model	E	A
Skills	Effective leadership skills including team building and staff development	E	I
	Ability to develop strong working relationships, both within the organisation and with partner agencies.	E	A/I
	Good verbal and written communication	E	I
	Effective performance management skills	E	I

	Requirements	Essential (E) or Desirable (D)	Measurement (see below)
Knowledge	Demonstrates knowledge of the Criminal Law and current political and legislative changes in respect of Sexual Offences, Child Sexual Exploitation and both Child and Adult Abuse.	E	I
	Demonstrates an understanding of external agencies policies, procedures and aims, particularly around safeguarding.	D	I
	Good understanding of diversity issues	E	I
	Understanding of Management of Police Information (MoPI)	E	I
Social Skills	Ability to motivate staff and colleagues, with good negotiation and influencing skills	E	I
Motivation/ Commitment	Demonstrates self-management when under pressure and in demanding situations.	E	A/I

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