

# THE BENEFITS OF EMPLOYING A FORMER NSW POLICE OFFICER



The mission of the NSW Police Force is to work with the community to reduce violence, crime and fear.

## CAREER OF A POLICE OFFICER:

New recruits are required to complete a 3-year tenure in general duties prior to applying for other roles. A general duties officer can expect to respond to incidents of domestic violence, motor vehicle accidents, armed robberies, stealing offences, assaults and deceased persons. The role is varied and has a focus on leadership, decision making, customer service, risk management and public safety.

## What roles are you looking to fill?

Former NSW Police officers have transitioned into a range of roles including TAFE facilitator, Client Services Officer, Analyst, Investigator, Compliance Manager, Truck Driver, Crime Prevention Manager, Account Manager, Security Manager, Consultant, Safety Training Facilitator, Aged Care Coordinator, Area Coordinator and Managers in a variety of sectors.

Overleaf is a summary of the transferable skills that a constable and senior constable have acquired through their career with NSWPF that would benefit your organisation.

## TRANSFERABLE SKILLS:

- Officers of NSW Police are loyal, with many officers envisioning their whole career would be with the Police Force. They bring with them, this same loyalty to a new employer.
- Act constructively in highly pressured and unpredictable environments
- Model ethical behaviour



If you would like some further information about employing a former police officer, please contact the transition Infoline on

**1800 014 140**



## Constable and Senior Constable

- Be flexible, show initiative and respond quickly when situations change
- Keep control of own emotions and stay calm under pressure and in challenging situations
- Model the highest standards of ethical behaviour
- Act on reported breaches of rules, policies and guidelines
- Show commitment to achieving challenging goals
- Adapt well in diverse environments
- Tailor communication to the audience
- Clearly explain complex concepts and arguments to individuals and groups
- Monitor own and others' non-verbal cues and adapt where necessary
- Write fluently in a range of styles and formats
- Identify and respond quickly to customer needs, working towards positive and mutually satisfactory outcomes
- Complete own work tasks under guidance, within set budgets, timeframes and standards
- Research and analyse information and make recommendations based on relevant evidence
- Be willing to seek out input from others and share own ideas to achieve best outcomes
- Take responsibility and be accountable for own actions
- Understand delegations and act within authority levels
- Identify and follow safe work practices, and be vigilant about their application by self and others
- Be alert to risks that might impact the completion of an activity and escalate these when identified
- Use financial and other resources responsibly, showing awareness of financial delegation principles and processes
- Understand compliance obligations related to using resources and recording financial transactions
- Apply practical skills in the use of relevant technology
- Make effective use of records, information and knowledge management functions and systems
- Contribute to developing team capability and recognise potential in people
- Recognise performance issues that need to be addressed and seek appropriate advice
- Assist team to understand organisational direction and explain the reasons behind decisions



# TRANSFERABLE SKILLS

## Sergeant

- Stay calm and act constructively in highly pressured and unpredictable environments
- Demonstrate effective strategies and show decisiveness in dealing with emotionally charged situations
- Model the highest standards of ethical behaviour
- Act on reported breaches of rules, policies and guidelines
- Act as a professional role model
- Seek to promote the value of diversity
- Present with credibility, engage varied audiences and test levels of understanding
- Ability to translate technical and complex information
- Take responsibility for delivering high quality customer-focused services
- Understand customer perspectives and ensure responsiveness to their needs
- Find opportunities to co-operate with internal and external parties across the community to improve outcomes for customers
- Negotiate from an informed and credible position
- Lead and facilitate productive discussions with staff and stakeholders
- Show sensitivity and understanding in resolving conflicts and differences
- Pre-empt and minimise conflict
- Complete work tasks to agreed budgets, timeframes and standards
- Contribute to allocation of responsibilities and resources to ensure achievement of team goals
- Anticipate and assess the impact of changes, such as government policy, economic conditions, on team objectives and initiate appropriate responses
- Ensure current work plans and activities support and are consistent with organisational change initiatives
- Research and analyse information, identify interrelationships and make recommendations based on relevant evidence
- Identify and share business process improvements to enhance effectiveness
- Assess work outcomes and identify and share learnings to inform future actions
- Exercise delegations responsibly
- Understand and apply high standards of financial probity with public monies and other resources
- Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others
- Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks
- Be aware of financial delegation principles and processes
- Understand project goals, steps to be undertaken and expected outcomes
- Negotiate clear performance standards and monitor progress
- Provide regular constructive feedback to build on strengths and achieve results
- Address and resolve team and individual performance issues, including unsatisfactory performance in a timely and effective way
- Promote a sense of purpose within the team and enable others to understand the strategic direction of the organisation
- Plan and monitor resource allocation effectively to achieve team/unit objectives
- Participate in wider organisational workforce planning to ensure the availability of capable resources
- Provide guidance, coaching and direction to others managing uncertainty and change



# ARE YOU AWARE OF YOUR TRANSFERABLE SKILLS?

## Constable and Senior Constable

- Show initiative
- Stay calm under pressure
- Model ethical behaviour
- Commitment to achieving challenging goals
- Adaptable
- Strong communication
- Identify and respond quickly to customer needs
- Understanding of working to budgets and timeframes
- Research and analysis
- Make recommendations based on evidence
- Ability to seek input from others and share own ideas to achieve outcomes
- Take responsibility and be accountable for own actions
- Explain the reasons behind decisions
- Identify and follow safe work practices
- Be alert to risks and escalate these when identified
- Use financial and other resources responsibly
- Understand compliance obligations
- Apply practical skills in the use of relevant technology
- Make effective use of records, information and knowledge management functions and systems
- Contribute to developing team capability
- Recognise and address performance issues

### Some roles officers have transitioned into include

- TAFE facilitator
- Client Services Officer
- Analyst
- Policy Analyst
- Investigator
- Human Resources Manager
- Compliance Manager
- Facilities Manager
- Truck Driver
- Crime Prevention Manager
- Account Manager
- Security Manager
- Project officer
- Consultant
- Safety Training Facilitator
- Aged Care Coordinator and Area Coordinator



more than a cop

i am a  
**leader**



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**volunteer**



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**decision maker**



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**teammate**





# ARE YOU AWARE OF YOUR TRANSFERABLE SKILLS?

## Sergeant

- Act constructively in highly pressured and unpredictable environments
- Model ethical behaviour
- Promote diversity
- Present with credibility
- Translate technical and complex information
- Take responsibility for delivering high quality customer-focused services
- Understand customer perspectives
- Negotiate from an informed position
- Lead productive discussions with stakeholders
- Show sensitivity and understanding in resolving conflicts
- Pre-empt and minimise conflict
- Allocate responsibilities and resources to ensure goals achieved
- Complete work tasks to budgets, timeframes and standards
- Anticipate and assess the impact of change
- Ensure work activities support organisational initiatives
- Show decisiveness in managing emotionally charged situations
- Identify business process improvements to enhance effectiveness
- Research and analyse information and make recommendations
- Understand and apply high standards of financial probity with public monies and resources
- Identify and implement safe work practices
- Identify risks and take appropriate steps to mitigate them
- Awareness of financial delegations
- Project management
- Negotiate clear performance standards
- Provide regular constructive feedback
- Address and resolve team and individual performance issues
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