

Skilled Advanced Interviewer, Investigator, Analyst and Structured Interviewer with a Special Interest in Humanistic, Cognitive and Therapeutic Counselling and Communication.

Nicholas Gravenor

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British

Skills

- Leadership
- PIP2 Qualified Investigator
- Critical analysis
- Risk management
- Emotional Intelligence
- Communication
- Negotiation
- Conflict resolution
- Attention to detail
- Integrity
- Customer Focus
- Drive change
- Microsoft Office
- Ability to work under pressure

Education and Qualifications

First-year Level 4 Diploma in Therapeutic Counselling 2016 - Poole College

Police training including –

- Investigator
- Specialist advanced cognitive Witness interview trained
- Structured interview trained
- Trained mentor & tutor
- Dyslexia mentor
- Public order Intervention
- Advanced Medic
- Counter Terror Search trained
- CBRNe trained

Nicholas Gravenor

I am compassionate, caring and driven. My volunteer work, Policing career and achievements in adverse, stressful and traumatic situations demonstrate that I am focused and dedicated towards engaging with people and understanding their needs and wants. I am skilled at problem-solving in a variety of settings.

I am confident in leading staff in a way that encourages them to excel. I prefer to inspire others lifting their confidence and promoting their skills and strengths. If your staff feel valued, they will do more for your business. This is demonstrated not simply by my role in the Police, but also in the work I have done leading dyslexia support. I have experience in planning anything from a strategy or case conference meeting to the execution of a warrant involving teams of specialist officers and forensic experts. I have vast experience analysing situations, documents and individuals, creating detailed written legal reports and negotiating outcomes. I have nearly 20 years of experience in engaging with the public, focusing not just on legal aspects but also on their needs, ensuring they are treated fairly, proportionately and professionally.

BSc (Hons) Cyber Security Management

Current Student

With a desire to further my skills and education after leaving the Police in 2020 I took the difficult, but clear decision to return to education and study Cyber Security Management. Whilst this is a new direction, it builds on my wealth of experience in the Police and my passion for technology.

Professional Photographer - nicholasdamien.co.uk

Current

I manage and run a photography business under the name Nicholas Damien Photography. This includes managing appointments, budgets and an online presence including social media and a website. I recently constructed the website from scratch incorporating a storefront to allow online sales.

Acting Detective Sergeant (Manager)

October 2016 – Feb 2020

Dorset Police, Dorset

I am qualified to the rank of Detective Sergeant. I have experience in supervising and giving case management direction in line with legislation to other Detectives and uniform colleagues. This often includes senior ranking officers across many departments around the progression or management of their cases or live investigations they are supervising. I can advise them concerning risk management, potential weaknesses and avenues of potential evidence leading to many successful prosecutions at court and protected victims.

I have experiences representing the Police at case conferences and child protection meetings with Social Services and other key agencies focusing on strategies and methodologies for protecting the vulnerable. Meetings such as these are complex with a key attention to detail and can be legally binding.

As a Detective Sergeant I have managed investigations of a sensitive or confidential nature. These have included criminal investigations into colleagues and individuals of standing in the community. Cases such as these attract significant scrutiny and oversight. As with any investigation, I managed these cases with attention to detail and integrity.

I have experience managing staff, their development, and dealing with issues, both personal and career-related. I also have experience managing resources and ensuring the team have the tools they need to do their job.

Detective Constable

2015 – Feb 2020

Dorset Police, Dorset

As a PIP2 qualified Detective with Dorset Police, I have experience investigating serious and complex offences, such as fraud, sexual offences, serious assaults and illicit drug supply, before building case files to present at Crown Court.

I have experience working with many partner agencies such as the Care Quality Commission (CQC) and trading standards. In 2019 I led a large-scale investigation into a local care home where sadly a number of residents died as a result of poor management and a failing system.

I scrutinise information to a high degree, including, for example, financial documentation, looking for anomalies. As a detective, you have to be committed, concise and have attention to detail in every aspect.

Commercial Yacht Skipper and small boat instructor Training and associated qualifications - 1995
UK Sailing Academy, Isle of Wight

School Education 1994
Corfe Hills School, Broadstone, Dorset

GSCE's in English, Maths, Science and IT achieving grade C's.

Achievements & Interests

Chief Constables Commendation –

Professional actions in traumatic circumstances attempting to save the lives of 2 children in a house fire.

Commanders Commendation –

For brave and excellent teamwork containing an armed, volatile male bringing the situation to a peaceful end.

Commanders Commendation –

Quick thinking teamwork & bravery in negotiating with, and restraining a vulnerable, pregnant teenager and forming a human chain on a 100ft cliff face pulling her to safety.

Interests

I love exploring new places and gaining new experiences. I love the outdoors including Sailing, Walking, Cycling and Archery.

I have experience in sailing larger boats including once capsizing a yacht in a hurricane (unintentionally of course!).

I love being active. Being active outside of work helps me to lift my game at work. I love making a difference, I love being part of something meaningful.

Thank you for your time

I am used to managing a high-stress workload, whilst prioritising and not losing track of time limits and deadlines.

I have vast experience taking cases to crown court and presenting them to a wide audience including the judge and jury.

I am trained in advanced witness interviewing and the interviewing of children and vulnerable adults. This utilises skills akin to hypnosis in order to help people retrieve vital information from their memory that may be suppressed or buried. I have received specific training in this from world-leading experts in the field.

Acting Uniform Sergeant (Manager)

November 2013 – July 2015

Dorset Police, Dorset

I have experience overseeing and managing day to day front line Policing activities, ensuring the shift is properly resourced and staff are where they need to be. It involves managing and overseeing incidents as they come in and ensuring they are investigated correctly and in a timely manner. It frequently involves providing hot briefings and updates around live investigations and incidents. I have experience in supervising crimes ranging from a theft of a Mars bar up to murders, and everything in between. I have significant experience interacting with the public and media fielding and managing complaints or overseeing serious crime scenes.

Within Dorset Police I found that those with disabilities such as dyslexia were suffering from discrimination. A number of years ago I created a support network for officers and staff with dyslexia providing them with a voice and advice. This has turned into a vital and supportive system allowing staff to fulfil their potential. This has led to a double-pronged achievement both in individuals but also in productivity and effectiveness. This has led to a better work environment.

Police Constable

June 2004 – Feb 2020

Dorset Police, Dorset

I have experienced Policing Dorset in both urban and rural settings. I am multi-skilled in a large number of specialisms. I am trained as a mentor and tutor to coach new recruits and new detectives on how to perform their role. The role is immensely rewarding seeing a 'green' new recruit learn how to interpret the law and apply the law correctly in hugely varying circumstances. You have to coach new recruits to be able to be bold, strong and resilient in the face of violence, but also soft, caring and approachable. This often must be at the same time.

I am trained as a public order intervention officer, advanced Police medic, counter-terror search trained and Chemical, Biological, Radiological and Nuclear trained allowing me to operate and deal with a vast array of serious incidents.

In 2012 I was heavily involved in Policing the Olympic Games on Marine Section ensuring the Sailing, its competitors and the public were safe. The role involved working alongside many organisations and agencies including military and government agencies with access to, and the use of heavily restricted information and assets.

I have been involved in a number of significant projects within Dorset Police over the years, this includes the introduction, implementation and training of the digital Police radio network, Airwave. More recently I have been attached to the Information and Communication Team where I was heavily involved in the implementation of a £3 million mobile technology project including laptops and mobile phone with associated applications. This significant uplift allows Officers to perform their duty more efficiently in the field saving time and money. It also allows for better quality information gathering leading to stronger cases.

Volunteer Ambulance Community First Responder

June 2015 – July 2020

South Western Ambulance Service, Dorset

I can provide immediate care such as with a defibrillator and CPR or provide oxygen and or treatment for trauma such as cuts and bleeds to those in need. I can then take observations of the patient, such as blood pressure providing vital information to paramedics or clinicians.

I identified gaps in funding and the availability of equipment. I approached a number of businesses in the community and secured funding for life-saving equipment allowing for a greater ability to support the community.

999 Emergency call handler & Police radio operator

2001 – June 2004

Dorset Police, Dorset