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# The role of a Detention Custody Officer (DCO) and how to apply

The role of DCO is a hundred different challenges a day, every day. It's also the opportunity to make an impact where it's needed most, by helping vulnerable people turn things around.

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# Really make a difference to people's lives

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"You've got to be adaptable, because in this role, you're many things. You're a carer, a teacher, a parent and a counsellor."

Stacey, Custody Officer

## Who you'll be supporting

Both of our IRCs house a diverse and ever-changing population of residents who are being detained due to their immigration status. They all have different backgrounds, faiths, beliefs and cultural values. Despite these differences, they're all at an important and often stressful point in their lives. And this is where your role will matter most.

## The difference you'll make, every day

You'll help to create a safe, supportive environment, where residents are treated with decency and respect from the moment they arrive. Throughout their stay, you'll help them access support and services including healthcare, welfare, faith and cultural provisions, education and recreation activities. You'll also build rapport and relationships – providing the residents with support, guidance and understanding.

## What else is involved

Our centres are open 24/7, so you'll have to cover various shift patterns, including days, evenings, weekends, nights and bank holidays. You'll always be supported by our exceptional team. You'll also receive a nine-week Initial Training Course, as well as plenty of opportunities to shadow experienced staff to give you a real taste of life on the job.

We do offer part time and flexible working patterns although you must be able to attend the initial training course for a 9 week period.

## Qualifications and application

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What do you need to qualify for the role?

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## Applying

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Please apply for Yarl's Wood IRC or Gatwick IRC below:

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Salary after Probation - £27,441 + Company Benefits

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Hours – Full time, Part time and flexible hours available

Salary – £24,000 per annum, rising to £26,000 after 2 years (42 hours full time equivalent)

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