

Specialization studies for police sergeants curriculum (38 credits)

2026–2027



The curriculum has been reviewed by the Education and Research Steering Group on 21 May 2025.

The Board of the Police University College approved the specialization studies curriculum for police sergeants on 11 June 2025 (POL-2025-89419).

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1 General Leadership (10 credits)

Description

The general leadership course introduces students to human resources management, strategic leadership from the perspective of public administration as well as performance management and knowledge-based management. Students also learn about the police's international activities and cooperation.

Learning outcomes

Professional competences

Students

- know how to comply with the guidelines and regulations governing human resources management in the police organization
- know how to assess and improve the operations of their own organization and work community as well as to act constructively in the face of work community problems and conflicts
- know how to apply the leadership techniques of well-being at work and fitness-for-work management and are familiar with occupational health and safety law
- know how to give and receive feedback as well as to lead performance and appraisal discussions
- understand the importance of continuously building and maintaining competence and know how to promote learning and onboard new hires
- know how to act in accordance with strategic priorities, the performance management system and set performance targets
- know how to leverage the key principles and operating models of intelligence-led policing
- understand the key variables in the Finnish police's international operating environment and the roles of relevant operators
- understand the concept of international civilian crisis management, the associated duties and the supervisor's role in the process.

General competences

Students

- know how to assess and improve their competence and learning styles in a variety of changeable learning and operating environments
- know how to take responsibility for their own actions and the consequences of their actions as well as to reflect on these in the light of the ethical principles and values of their profession
- know how to act constructively in their work community and promote their personal well-being and that of their work community
- know how to collect, critically evaluate and apply in a meaningful manner the national and international knowledge base and practices of their profession
- know how to solve problems creatively and identify better ways of working together with others

- know how to identify changes in the operating environment and look for customer-driven, sustainable and financially viable solutions for future challenges of their profession.

Contents

- Leadership, practical management, day-to-day management, management by coaching
- The supervisor's role, duties and responsibilities
- The Police Code of Ethics and the police's professional values in leadership
- The Police's human resources management guidelines and regulations
- Employer supervision
- Challenging human resources management situations and how to deal with them
- Efficiency of the work community and how to build efficiency, teamwork
- Well-being at work, occupational safety and how to apply these in practical work
- Performance and appraisal discussions, assessment and how to give feedback
- Competence building and onboarding
- Public service leadership and performance management
- Public administration strategies and outlook as well as impacts on policing
- Performance management system and reporting in the public sector
- Police strategies and performance management as part of day-to-day management
- Knowledge management and intelligence-led decision-making
- Knowledge management from the perspective of day-to-day management
- Data processing and information management
- Knowledge-based management
- Analysis of the current situation and changes in the operating environment as part of day-to-day management
- Police positions in international civilian crisis management, applying for positions and how to leverage the acquired competence in police administration

Required work

Assignments, exam.

Assessment scale

0–5.

Prerequisite courses

None.

2 Legal Basis of Team Leadership in Policing (4 credits)

Description

The course introduces students to the key legal framework of team leadership in policing, including fundamental and human rights. The course provides a foundation for acting in senior officer roles in the police.

Learning outcomes

Professional competences

Students

- know how to search for and apply national and international legal literature to support management
- know how to identify, apply and justify policing regulations that need to be taken into consideration in advisory and team leadership activities
- understand the requirements of publicity, privacy and personal data laws and know how to apply them in a balanced manner in team leadership
- know how to assess and analyze the standard of policing to ensure fairness and legality.

General competences

Students

- know how to collect, critically evaluate and apply in a meaningful manner the national and international knowledge base and practices of their profession
- know how to take responsibility for their own actions and the consequences of their actions as well as to reflect on these in the light of the ethical principles and values of their profession
- know how to take others into account and promote equality and non-discrimination, to act in accordance with the police's values and to promote these in a manner fit for their role in society.

Contents

- National and international legal literacy in justifying decisions and sources of legal literature
- Fundamental rights, human rights and general legal principles
- Key jurisdictional rules in public order and security, crime prevention and licensing
- Roles and legal rights of parties
- Publicity laws, privacy and personal data processing
- The standard of team leadership in public order and security, pre-trial investigation and licensing
- The significance and standard of evidence in different police processes through the life cycle of cases
- Official assistance and police investigation
- The significance of initial police response and criminal investigation from the perspective of pre-trial investigation, the consideration of charges and trial
- Criminal investigation team leadership from the perspective of the constituent elements of a crimes and general principles
- Key civil law regulations in police leadership
- Oversight of legality in leadership

Required work

Assignments, exams.

Assessment scale

0–5.

Prerequisite courses

None.

3 Team Leadership in Crime Prevention (8 credits)

Description

The course introduces students to crime prevention as an element of operational policing, giving them the ability to work in a senior officer role in crime prevention. Students who have completed the course are qualified to act in operational day-to-day management roles in criminal investigation.

Learning outcomes

Professional competences

Students

- know how to act in operational day-to-day management and team leader roles in criminal investigation
- understand the roles and duties of others involved in operational policing
- understand the significance of quality, preliminary processing and prioritization in crime prevention
- understand the quality requirements of legally justified decisions and know how to prepare justified proposals for officials with powers of arrest to support decision-making
- know how to leverage key national and international partners in crime prevention
- understand the significance of preventive action in crime prevention.

General competences

Students

- know how to solve problems creatively and identify better ways of working together with others
- understand and know how to leverage opportunities presented by technology and digitalization in the operating environment
- know how to take others into account and promote equality and non-discrimination, to act in accordance with the police's values and to promote these in a manner fit for their role in society.

Contents

- Operational command system for crime prevention
- Day-to-day management of crime prevention
- Pre-trial investigation as a component of the criminal process, factoring in fundamental and human rights

- The significance of preliminary processing and justifying legal decisions in crime prevention
- Intelligence gathering, coercive measures and other precautions
- How to leverage technology that supports leadership in crime prevention
- Quality and the supervisor's role in ensuring the legality of crime prevention
- Crime prevention and detection
- National cooperation in crime prevention
- International cooperation in crime prevention
- Communicating about pre-trial investigations and confidentiality of pre-trial case files

Required work

Assignments, exams.

Assessment scale

0–5.

Prerequisite courses

None.

4 Team Leadership in Public Order and Security (8 credits)

Description

The course introduces students to public order and security team leadership in a senior officer capacity. The course includes training that qualifies students for the license required to act as a field commander.

Learning outcomes

Professional competences

Students

- know how to act as a senior officer-level team leader in accordance with the police's field operations command system
- know how to apply their leadership competence in a meaningful manner in various operational policing situations
- know how to act as the field commander in charge
- know how to act as a situation commander as well as in other responsible roles in situation organizations
- know how to build, maintain and interpret operational situational pictures
- know how to use and leverage technology that supports leadership
- know how to make efficient use of the police's expertise, special units and the competence of other key authorities and stakeholders in operations that require leadership
- know how to apply the key concepts and methods relating to leadership
- know how to apply theories relating to team leadership in field operations in a comprehensive manner.

General competences

Students

- know how to solve problems creatively and identify better ways of working together with others
- know how to collect, critically evaluate and apply in a meaningful manner the national and international knowledge base and practices of their profession.

Contents

- The police's field operations command and training system
- Day-to-day operational management in a team leader and field commander capacity
- Situational picture and situational awareness
- Technology that supports leadership and information management
- Situation command and the role of advisory staff
- Field operations expertise and special police units
- Cooperation with other authorities and stakeholders
- Communication and information sharing (in a field commander, situation commander and team leader capacity)

Required work

Assignments, practical skills tests, exams.

Assessment scale

0–5.

Prerequisite courses

None.

5 Practical Training (8 credits)

Description

The course gives students an opportunity to work, under supervision, in a senior officer team leader capacity in public order and security as well as crime prevention. The practical training course includes a written assignment relating to human resources management, which focuses on building the skills needed in various kinds of development roles. The course is a key stepping stone on the career path toward team leadership roles.

Learning outcomes

Professional competences

Students

- understand the significance of team leadership roles and duties in police operations and know how to act accordingly in their work community
- know how to collect, analyze and apply theoretical knowledge to the practice of team leadership relating to police operations
- know how to assess their own managerial competence and development needs.

General competencies

Students

- know how to act constructively in their work community and promote their personal well-being and that of their work community
- are capable of working independently and as part of a team as well as of self-leadership
- know how to take others into account and promote equality and non-discrimination, to act in accordance with the police's values and promote these in a manner fit for their role in society
- know how to leverage information relating to their profession to identify, adopt and entrench sustainable solutions and operating models.

Contents

- Team leadership in crime prevention
- Team leadership in public order and security
- Managerial identity and how to build one
- Self-assessment of managerial skills and competence building
- Human resources management processes in police units

Required work

Assignment, practical training.

Assessment scale

The course is graded as pass/fail.

Prerequisite courses

Students must have passed all the courses that precede the practical training course.