



ROLE PROFILE

Role Title:	Detective Sergeant
Department/Unit:	ERSOU – Organised Crime Team
Rank/Grade:	Detective Sergeant
Reporting to:	Defective Inspector
Main purpose of the role:	<p>To lead effective crime fighting by the investigation, disruption and targeting of those involved in serious and organised crime across the Eastern Region.</p> <p>To contribute to achieving the vision, purpose and values of ERSOU Policing.</p>

Key Responsibilities

- Take a leading role during investigations, managing a team of investigators and providing support to local officers and Police staff
- Take a lead role to pursue complex and challenging investigations, utilising the full range of tactics to prosecute those involved in organised crime
- Take ownership for cross border criminality having the greatest impact on the Seven Force area of the Eastern Region
- Lead a small and dynamic team of officers and investigators, often responding at short notice to gather intelligence and evidence to dismantle Organised Crime Groups
- Take a leading role with the highly motivated team in working with partner agencies to target Organised Crime Groups, to ensure an effective system to problem solving
- Supervise all aspects of case file quality and preparation to ensure that high standards are met with the Crown Prosecution Service for the effective prosecutions of Organised Crime Groups
- Provide advice to team members and other officers on all aspects of case handling and investigation, interview requirements, scene management, points of law and points to prove to ensure that they obtain the best possible evidence
- Develop skills and embrace further opportunities and roles within the investigation team, such as covert tactics, disruption techniques, overt responses and more
- To seek specialist tactical advice where appropriate
- Make appropriate decisions, considering the threat risk and harm to vulnerable people, utilising the National Decision-Making model to make these decisions
- Liaising with force where there is any risk identified to a vulnerable person and it is necessary to ensure their safeguarding
- Complete dynamic and pre-planned risk assessments for operational events, ensuring adequate control measures are in place and complete administrative procedures
- Conduct intelligence and evidence driven briefings, taskings and debriefings, appropriate to the duties being performed
- Post holder will be expected to undertake PPE training as and when required
- The Organised Crime Group has a regional responsibility, Post holders are expected to work unsociable hours at short notice, and travel extensively within the Eastern Region and Nationally.

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
• None	• None



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Psychological Assessment	Not required	To
Return on Investment	Not applicable	Min app Not
Limited Duties	Grading to be confirmed	To

Entry Requirements

- Authorised Police driver
- Proven track record as a PIP2 qualified/accredited supervisor with experience in managing serious and complex investigations
- Awareness and experience in managing covert tactics and a good understanding and working knowledge of RIPA
- Experience of working effectively within a multi-agency environment
- Experience of working in a pro-active team and pro-active policing methods
- Experience and knowledge with Athena for complex investigations

Desirable criteria

- Tier 3 specialist interview
- Tier 5 interview managers course
- Advanced driver
- Method of entry
- What role specific qualifications are required by the individual?
- What knowledge and skills must the individual have?

Any other General Requirements/Scope

- The post holder will be required to travel to different locations across all Seven Forces of the Eastern Region, and nationally for meetings/training events.
- The post holder will be required to work from different locations across all Seven Forces of the Eastern region and nationally.
- The post holder will need to possess a full driving licence
- The post holder may be required to work additional hours.
- Vetting is required, as advised by the Vetting Unit.
- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.
- Following appropriate training, to take on the role of Evacuation Marshal if no volunteers come forward in the post holders work location.

Obligatory Requirements

- Before commencement of this appointment, this role may be subject to a medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments.
- There is a requirement for the role holder to meet the probationary objectives set.
- The post holder will be expected to assess the competence of their direct reports who are on the National Police Promotion Framework Process.
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Personal Qualities (Behavioural Competencies)

We are emotionally aware

I consider the perspectives of people from a wide range of backgrounds before taking action. I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. I take responsibility for helping to ensure the emotional wellbeing of those in my teams. I take the responsibility to deal with any inappropriate behaviours.

We take ownership

I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.

We are collaborative

I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. I understand the local partnership context, helping me to use a range of tailored steps to build support. I work with our partners to decide who is best placed to take the lead on initiatives. I try to anticipate our partners' needs and take action to address these. I do not make assumptions. I check that our partners are getting what they need from the police service. I build commitment from others (including the public) to work together to deliver agreed outcomes.

We deliver, support and inspire

I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas. I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service. I motivate and inspire others to achieve their best.

We analyse critically

I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.

We are innovative and open-minded

I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. I am flexible in my approach, changing my plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment.