

## Eastern Region Special Operations Unit



### ROLE PROFILE

<b>Role Title:</b>	<b>Detective Superintendent ERSOU – Counter Terrorism Policing (Head of Unit)</b>
<b>Rank/Grade:</b>	<b>Detective Superintendent</b>
<b>Job Family:</b>	<b>ERSOU CTP</b>
<b>Reporting to:</b>	<b>ERSOU DCS / ERSOU ACC Regional CTP Lead</b>
<b>Main purpose of the role:</b>	To contribute to achieving the vision, purpose and values of ERSOU.

### Key Responsibilities

- Responsibility for leading the coordination and delivery of activity against terrorism and domestic extremism in the eastern region and as part of the national response.
- Provide visible leadership of the work of CTP staff across the ERSOU CTP estate and ports in the Eastern Region under the CT strategy of Pursue, Prevent, Protect and Prepare
- Develop and maintain relationships with senior stakeholders within police forces, partner agencies and other organisations across the eastern region and the UK.
- Contribute as an integral part of the ERSOU CTP and ROCU command team and governance arrangements
- Provide operational activity and performance updates as required to DCS and ACC ERSOU
- Lead the continued development of collaborative and integrated work between counter terrorism and organised crime.
- Represent the Senior National Co-ordinator (SNC) at a regional level and inform of regional operational activity
- Represent ERSOU CTP at regional and national meetings
- Support National deployments as required by SNC.
- Continue development of collaborative working arrangements with the Lead for the Regional Station.
- Ensure Chief Constables and PCCs receive briefings on threat, operational activity and performance
- Agree with the Region an annual CT/DE Strategic Assessment and Control Strategy
- Ensure contribution to regional and national tasking and co-ordination and strategic assessments.
- To work with regional CONTEST board so the region can respond to a terrorist incident in accordance with the operating principles of the CT National network
- To drive interoperability within the region with the other areas of the CT network
- To work with Detective Superintendent ERSOU – ROCU to ensure any CT/Crime overlap is identified and arrangements are in place to share intelligence for appropriate action.

<b>Agile Working</b>	Yet to be decided
<b>Psychological Assessment</b>	Not Required
<b>Return on Investment</b>	Not Required
<b>Limited Duties</b>	N/A

<b>Financial e.g. limits/mandates</b>	<b>Non-financial e.g. staff responsibility</b>
• Responsibility for working budget of c. £20m	• Responsibility for c 350 Staff across 6 force areas

### Entry Requirements

- Must have strong operational, intelligence and investigative credibility.
- PIP3 qualified and/or evidence of broad Detective experience of leading intelligence lead operations and

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investigations

- Prepared to travel regionally and nationally
- Experience of managing collaborative partnerships across law enforcement and other organisations
- Evidence of innovative thinking and delivery of new solutions to problems.
- Experience in management of budgets
- Must be able to demonstrate broad experience and a proven track record of achievement within the police service
- Experience within the authorisation and management of RIPA activity at all levels.
- Strong operational credibility
- Prepared to undertake on call commitments for the CT network

**This post is deemed to be a designated post.**

- Have or be willing to acquire DV vetting status
- Vetting clearance is a pre-requisite of employment in designated posts and the postholder will be subject to management vetting assessment every 7 years. National security vetting clearances are reviewed every 10 years.

### Any other General Requirements/Scope

- Vetting is required, as advised by the vetting unit. (Post holder will need to be DV vetted)
- The post holder will be expected to undertake training as and when required including CT SIO course
- The post holder will be expected to comply with health and safety requirements.

### Obligatory Requirements

- Before commencement of this appointment, this role is subject to 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.



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#### Personal Qualities (Behavioural Competencies)

##### We are emotionally aware

I seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate. I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance. I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed. I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions. I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.

##### We take ownership

I act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame. I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities. I define and enforce the standards and processes that will help this to happen. I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance. I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance. I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.

##### We are collaborative

I am politically aware and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures. I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private). I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities. I create an environment where partnership working flourishes and creates tangible benefits for all.

##### We deliver, support and inspire

I challenge myself and others to bear in mind the police service's vision to provide the best possible service in every decision made. I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals. I ensure that everyone understands their role in helping the police service to achieve this vision. I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these. I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes. I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment. I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners. I motivate and inspire others to deliver challenging goals.

##### We analyse critically

I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through 'what if' scenarios. I use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and being willing to challenge the status quo when beneficial. I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations. I use my knowledge of the wider external environment and long-term situations to inform effective decision making. I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and win support.

##### We are innovative and open-minded

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I implement, test and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes and performance. I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements. I work to create an innovative learning culture, recognising and promoting innovative activities. I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere. I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.