



## ROLE PROFILE

<b>Role Title:</b>	<b>FIMU/OIMU Assessor - Constable</b>
<b>Rank/Grade:</b>	<b>DC/PC</b>
<b>Job Family:</b>	<b>Pursue – ERSOU CTP</b>
<b>Reporting to:</b>	<b>FIMU Sergeant</b>
<b>Main purpose of the role:</b>	<p>To receive, evaluate and manage all intelligence/information in line with the National Standards of Intelligence Model (NSIM), highlighting threat and risk to the Intelligence Management Unit (IMU) Manager and carrying out development where appropriate.</p> <p>ERSOU Counter Terrorism Policing (CTP) covers the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk with Bedfordshire Police as the lead force.</p>

Key Responsibilities	
<ul style="list-style-type: none"> <li>Receive and evaluate new intelligence and information under an IMU Assessment to establish: <ul style="list-style-type: none"> <li>- Relevance</li> <li>- Threat/Risk/Vulnerability</li> <li>- Identify evidential and intelligence opportunities</li> <li>- Support thematic intelligence requirements</li> <li>- Support existing Investigative strategies</li> </ul> </li> <li>Identify and manage subsequent decision outcomes in line with appropriate policy e.g. NSIM or IHM.</li> <li>Identify and develop intelligence opportunities by identifying intelligence gaps and tasking appropriate assets at the direction of the Counter Terrorism Senior Investigating Officer (CTSIO)/IMU Manager to build the intelligence picture.</li> <li>Support IHM Lead activity.</li> <li>Support the management of Emerging and Residual Threat (ERT) and Residual Subjects of Interest (RSOI) as required.</li> <li>Support OIMU activity as required i.e. carry out direction of CTSIO; maintain an operational log as required; manage intelligence material obtained from all deployments, exploiting intelligence and evidential opportunities.</li> <li>Conduct outside CT/DE enquiries and investigations making use of warranted powers when necessary.</li> <li>Join regional ERSOU CTP on call out of hour's rota.</li> </ul> <p>Support Quality Assurance by:</p> <ul style="list-style-type: none"> <li>Ensuring intelligence is correctly marked, evaluated and sanitised with the correct and detailed handling instructions, and where necessary a risk assessment is applied.</li> <li>Ensuring detailed indexing instructions are completed and comply with National Indexing Standards And Procedures (NISAP).</li> <li>Monitoring all material and ensure that threat and risk issues are being managed.</li> <li>Ensuring compliance with National Standards for Intelligence Management (NSIM), Intelligence Handling Model (IHM), Access and Visibility, Multi-Equity, Review Retention Disposal (RRD) and other relevant policies.</li> </ul> <p>Support Business Assurance by:</p> <ul style="list-style-type: none"> <li>Ensuring compliance with NSIM, IHM, Access and Visibility, Multi-Equity, RRD and other relevant policies.</li> <li>Ensuring intelligence and information is being assessed consistently.</li> </ul> <p>Ensuring messaging queues are being managed and intelligence is being progressed within the relevant time periods.</p>	



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<b>Agile Working</b>	To be decided
<b>Psychological Assessment</b>	Not required
<b>Return on Investment</b>	To be decided
<b>Limited Duties</b>	Not required

<b>Financial e.g. Limits/Mandates</b>	<b>Non-Financial e.g. Staff Responsibility</b>
<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>None</li> </ul>

<b>Entry Requirements</b>
<p>The post holder must have the following skills or accreditation:</p> <ul style="list-style-type: none"> <li>Ability to evaluate intelligence and information in line with the NSIM and IHM.</li> <li>Attend the NCIA course.</li> <li>Ability to utilise or access NCIA and existing range of national and local systems to conduct secure and non-secure system checks.</li> <li>Appropriate knowledge and understanding of Action Management and Development options.</li> <li>Appropriate knowledge of intelligence handling procedures, sanitisation, action on, release requests, firewalling, parallel sourcing and the handling of covertly obtained material.</li> <li>Appropriate knowledge of Briefing and Dissemination processes within CT/DE Network.</li> <li>Appropriate knowledge of assets available at National, Regional and Local levels e.g. organisational structures (MI5, National Counter Terrorism Policing Operations Centre (NCTPOC), National Functions) roles and responsibilities.</li> <li>Appropriate knowledge of Government Security Classifications (GSC)/STRAP and the 'need to know' principles.</li> <li>Up to date knowledge of existing priorities, threats and risks and a good understanding of the CT/DE business.</li> <li>Knowledge and awareness of Exhibit Handling procedures.</li> <li>Knowledge and awareness of appropriate disclosure principles.</li> </ul>

<b>Any other General Requirements/Scope</b>
<ul style="list-style-type: none"> <li>The post holder will be based in one of five locations and will be expected to work throughout the six forces in the eastern region on occasions. In addition the post holder may be required to work throughout the country on occasions to support the national CT network.</li> <li>Duties are primarily working Monday to Friday with weekends taken as rest days, however flexibility is required due to the operational nature of the role and the role that the CTIU(E) undertake in the national Counter Terrorism arena.</li> <li>The post holder will be required to join the ERSOU CTP on-call rota and have a full UK driving licence. If using a private vehicle then business insurance needs to be organised by the individual.</li> <li>The post holder will be required to undertake appropriate training in any aspects of counter terrorism as may be necessary.</li> <li>The role involves dealing with confidential information and the post holder will need to be vetted to DV level or as advised by the Vetting Unit, and use the Police National Database.</li> </ul>



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- 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.

### Personal Qualities (Behavioural Competencies)

#### We are emotionally aware

I treat others with respect, tolerance and compassion. I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. I remain calm and think about how to best manage the situation when faced with provocation. I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. I ask for help and support when I need it. I understand the value that diversity offers. I communicate in clear and simple language so that I can be easily understood by others. I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.

#### We take ownership

I actively identify and respond to problems. I approach tasks with enthusiasm, focusing on public service excellence. I regularly seek feedback to understand the quality of my work and the impact of my behaviour. I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. I give feedback to others that I make sure is understandable and constructive. I take responsibility for my own actions, I fulfil my promises and do what I say I will. I will admit if I have made a mistake and take action to rectify this. I demonstrate pride in representing the police service. I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.

#### We are collaborative

I work cooperatively with others to get things done, willingly giving help and support to colleagues. I am approachable, and explain things well so that I generate a common understanding. I take the time to get to know others and their perspective in order to build rapport. I treat people with respect as individuals and address their specific needs and concerns. I am open and transparent in my relationships with others. I ensure I am clear and appropriate in my communications.

#### We deliver, support and inspire

I take on challenging tasks to help to improve the service continuously and support my colleagues. I understand how my work contributes to the wider police service. I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others. I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery. I support the efficient use of resources to create the most value and to deliver the right impact. I keep up to date with changes in internal and external environments. I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.

#### We analyse critically

I recognise the need to think critically about issues. I value the use of analysis and testing in policing. I take in information quickly and accurately. I am able to separate information and decide whether it is irrelevant or relevant and its importance. I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action. I refer to procedures and precedents as necessary before making decisions. I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. I recognise gaps and inconsistencies in information and think about the potential implications. I make decisions in alignment with our mission, values and the Code of Ethics.

#### We are innovative and open-minded



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I demonstrate an openness to changing ideas, perceptions and ways of working. I share suggestions with colleagues, speaking up to help improve existing working methods and practices. I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. I adapt to change and am flexible as the need arises while encouraging others to do the same. I learn from my experiences and do not let myself be unduly influenced by preconceptions.