



## ROLE PROFILE

<b>Role Title:</b>	<b>DS Regional Investigation Team</b>
<b>Department/Unit:</b>	<b>Regional Investigation Team</b>
<b>Rank/Grade:</b>	<b>Detective Sergeant</b>
<b>Reporting to:</b>	<b>Detective Inspector</b>
<b>Main purpose of the role:</b>	To lead effective crime fighting by the investigation and targeting of those involved in serious and organised crime across the Eastern Region. To contribute to achieving the Force vision, purpose and values

### Key Responsibilities

- To take a lead in dealing with complex and challenging investigations, utilising the full range of covert tactics to prosecute and convict those involved in Organised Crime.
- To protect the public from harm caused by serious and organised crime in our region.
- To take ownership for cross border criminality having the greatest impact on our forces.
- To lead a small and dynamic team of officers, often responding at short notice to gather evidence and dismantle Organised Crime Groups.
- To handle highly sensitive intelligence with integrity and utilise such intelligence to combat Organised Crime Groups.
- Develop skills and embrace further opportunities and roles within the Investigation Team, such as – Authorised Firearms Officer, Rural Surveillance Officer, Surveillance Commander and more.
- Work closely with other Law Enforcement Partners to develop investigative strategies to counter Organised Crime.

<b>Psychological Assessment</b>	Not Required
<b>Return on Investment</b>	Not Required
<b>Limited Duties</b>	Graded to be confirmed

<b>Financial e.g. limits/mandates</b>	<b>Non-financial e.g. staff responsibility</b>
• None	• None

### Entry Requirements

- Authorised Police driver
- Diversity training
- Unarmed Defence Tactics
- Ability to undertake proactive investigations
- Awareness of covert tactics
- Substantive Sergeant

**Once in post the applicant will be expected to complete the following training:**

- Advanced driving course

- Level 1 and 2 Surveillance course
- Surveillance log keeper

#### **Any other general requirements**

- Applicant to hold a full UK driving licence.
- May be required to work additional hours as part of operational requirements.
- May be deployed throughout the Eastern Region and sometimes the UK in line with operational requirements.
- Vetting to required level.
- Expectation to undertake additional training, when required.
- Comply with health and safety requirements.

#### **Obligatory requirements**

- Health screening may be required on a regular basis, as identified by line manager.
- Role holder to meet probationary objectives set.

#### **Performance assessment will be achieved through:**

- Overall performance reviews conducted by line manager.
- Data collection will be via a number of methods, including line manager's observations, progress against the requirements of the role profile and yearly objectives defined by line manager.
- Other pertinent and reliable data known to the line manager will be taken into account. For example, the results of any employee engagement surveys conducted during the review period or other feedback on performance.



## 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.