

## Eastern Region Special Operations Unit



### ROLE PROFILE

<b>Role Title:</b>	<b>Constable - Border Policing (Ports)</b>
<b>Department/Unit:</b>	<b>Border Policing – ERSOU CTP</b>
<b>Rank/Grade:</b>	<b>Constable</b>
<b>Reporting to:</b>	<b>Sergeant Border policing</b>
<b>Main purpose of the role:</b>	<p>The post holder is to provide border policing services and gather intelligence relating to Counter Terrorism, Domestic Extremism and other associated ERSOU-CTP matters across the eastern region.</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

- Respond to alerts and gather intelligence as directed by supervisor.
- Make proportionate and justified use of Schedule 7 of TACT policing power. Provide written reports after examination in accordance with established principles and submit within national timescales.
- Maintain competence in the practice of downloading digital media devices using provided equipment.
- Ensure compliance with the National Standards of Intelligence Management (NSIM). To include recognition of the Fixed Intelligence Management Unit (FIMU) responsibility in respect of all new intelligence received and personal responsibility in respect of all new intelligence received.
- Conduct intelligence driven briefing, tasking and debriefing appropriate to the duties being performed and in accordance with organisational policy.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity in working practices.
- Ensure that you show a duty of care and take appropriate action to comply with Health and Safety requirements at all times.
- Produce operational plans as required, ensuring that they are ethical, comply with legislation, policy and procedures and meet best practice.

<b>Psychological Assessment</b>	Not required
<b>Return on Investment</b>	Not required
<b>Limited Duties</b>	To be confirmed

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

### Entry Requirements

- The post holder must pass national schedule 7 accreditation examination within 3 months of appointment and maintain accreditation review status bi-annually thereafter.
- The post holder must demonstrate competence in rank



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### Any other General Requirements/Scope

Line Managers should, through consultation with their staff, identify which "Effective Performance" elements of each activity are relevant to the role.

#### Section/Location:

ERSOU Counter Terrorism Policing. The post holder will be based at one of the following locations: Luton, Stansted, Norwich or Southend airports, Harwich seaport. Having responsibility principally for port at which posted but providing a flexible response to all Eastern region ports as required. The post holder is required to work across all ports as may be required , and provide cover for all ports in the absence of other like post holders.

#### Hours

24/7 shifts are worked at the ports of Stansted and Luton with reduced hours of coverage at the remaining ports, but subject to continuous review according to business demand.

#### Transport

- This role requires the post holder to have a valid UK driving Licence.
- If using a private vehicle business insurance needs to be organised by the individual.

#### Systems

- This role requires the use of the Police National Database.

#### Vetting

- Security Vetting and Management Vetting levels of security are required, or as advised by the Vetting Unit.
- This post is deemed to be a 'designated' post and the post holder will be subject to vetting as per policy.

#### Training

- The post holder will be expected to undertake training as and when required.
- All officers are required to maintain their safety skills (i.e. Friction Lock Baton, CS Incapacitant, Quick Cuffs and Unarmed Defence Tactics) and be available for operational duties. The only exception to this is where an officer is on restricted duties.

#### General Requirements

- If using a private vehicle then business insurance needs to be organised by the individual.
- 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.

#### 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.





## ROLE PROFILE

### 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

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.