

Eastern Region Special Operations Unit



Regional Organised Crime Unit

ROLE PROFILE

Role Title:	Detective Sergeant – Undercover Unit
Rank/Grade:	Detective Sergeant
Job Family:	ERSOU
Reporting to:	Detective Inspector – Undercover Unit
Main purpose of the role:	<p>To supervise the marketing, co-ordination and management of Regional Undercover Unit and all associated covert assets within the Eastern Region Special Operations Unit* (ERSOU) as part of the National Undercover Working Group structure. Effectively contribute to achieving the ROCU's vision, purpose and values. To coordinate and maintain oversight of the deployment of undercover and cover officers. To contribute to achieving the College of Policing and NUWG Vision whilst maintaining the principles contained within the Code of Ethics and the National Code of conduct for undercover operatives.</p> <p>*Eastern Region Special Operations Unit – ERUU covers the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk. ERSOU ERUU command falls under the direction and control of the Chief Constable of Bedfordshire Police, which is the lead force.</p>

Key Responsibilities

<ul style="list-style-type: none"> • Act as the first level of supervision in the delivery of ERSOU Under Cover policing services • Provide advice and guidance on legislation, policy and tactical options to assist in the planning and implementation of undercover operations. • To be fully conversant with current law, procedures and guidelines as applicable to undercover operations, including aspects related to disclosure issues. • To maintain an awareness of national, regional and force developments in the areas of covert policing, relevant legislation and changes in the requirements of the Criminal Justice System. • Develop and maintain appropriate systems to secure the welfare, safety and protection of undercover officers. • Liaison with partner agencies involved in the facilitation and delivery of undercover operations. • Liaison with service providers in relation to covert infrastructure and logistical support for the unit. • Ongoing support in relation to undercover officers deployed out of the ERSOU area and to undercover officers in post deployment phase. • Maintenance of databases associated with the management of the undercover unit. • Liaison with colleagues in other internal departments in an advisory capacity in relation to undercover matters. • Provide logistical support for undercover officers as required to ensure that they have the necessary facilities and equipment to effectively undertake their role. • Develop the knowledge and skills of both team and individuals to enhance the delivery of the team to ERSOU and the Eastern Region. • To provide support to the 'on call' rota for the ERUU • To deputise when directed for the ERUU Detective Inspector •

Agile Working	Yet to be decided
Psychological Assessment	Not Required
Return on Investment	Not Required

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Limited Duties	Graded as A1
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Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Management responsibility for staff and officers

Entry Requirements
<ul style="list-style-type: none"> Individual must demonstrate competence in substantive rank. Knowledge of Undercover legislation and Procedures. Experience in the assessment of risk and application of appropriate control measures. Experience of working effectively within a covert policing environment for example Surveillance, Undercover or CHIS Management. Has passed or has the ability to successfully complete the relevant national undercover training courses. Demonstrate experience of managing individuals and structures within a covert law enforcement environment for example within a Surveillance, Undercover or CHIS management environment.

Any other General Requirements/Scope
<ul style="list-style-type: none"> This role requires the post holder to have a valid UK driving licence. The post holder will have to use their own car & business insurance needs to be organised by the individual. The post holder will be required to work shifts and to work additional hours due to operational requirements. The post holder will be required to work in different locations where operationally required. Vetting required, as advised by the vetting unit. The post holder will be expected to undertake training as and when required by the organisation. The post holder will be expected to comply with Health & Safety training. <p>Obligatory Requirements</p> <ul style="list-style-type: none"> 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. <p>Performance assessment will be achieved through:-</p> <ul style="list-style-type: none"> Valid and reliable overall performance review conducted by the line manager for the role. Data collection will be by a range of methods, including line manager observation. IPP team performance charts, progress against the requirements of this role profile and of objectives set for the performance year. Other pertinent and reliable data known to the line manager will be taken into account, for example results of any Employee Engagement surveys conducted during the review period of other feedback on performance of the member of staff.

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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.

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