

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Detective Inspector Op Excalibur – CSE On Line Unit
Rank/Grade:	Sergeant to Chief Inspector
Job Family:	Operational
Reporting to:	Detective Chief Inspector – Specialist Support ERSOU
Main purpose of the role:	The role of the Operation Lead is to establish, manage and maintain the response to the on-line threat of Child Sexual Abuse and Exploitation across the entire Eastern Region through the utilisation primarily of the undercover on-line tactic. This is to reflect the tasking outlined in the 18 Box Grid (National On-Line Threat and Response) and the NPCC Utilising UCOL Assets Strategy. This is a Regional Investigation role, supported by covert tactics including undercover on-line (UCOL).

Key Responsibilities

The operational lead will:

- Manage resources and the deployment of capabilities in a way that ensures legislative compliance including CPIA, (e.g. the maintenance of UCO original notes and records of unused material) and RIPA (e.g. the notification of the authorising officer of significant change in circumstances and/or tasking of the UCO in a significantly different way and regular reviews).
- Manage resources and the deployment of capabilities to achieve the aims of the operation to safeguard children and bring child sex offenders to justice, responding to the results of all deployments, recognising the high level of threat, risk and harm and including crimes in action and ensuring the review of intelligence and it's dissemination (specifically taking into account the risk to any child).
- Set policy, maintain a sensitive policy/decision log and make effective decisions taking into account the threat and risk to children and based on the results of all deployments.
- Set operational objectives prior to deployments, attend physical briefings and debriefs of deployments and review activity in order to re task and secure evidence.
- Work collaboratively with others supporting the COM-UC and/or cover officer throughout operations and subsequent court proceedings (recognising and respecting their role and responsibilities); and work effectively as a team, building and maintaining relationships with the wider regional crime unit, forces and other agencies.
- Manage operational security including making sure evidential material is prepared effectively and kept securely and ensures, in conjunction with the cover officer, the security of the operation and all related correspondence and documentation in line with Government Security Classification requirements.
- Ensure compliance with the Memorandum of Understanding with the CPS including early consultation with the prosecutor at the appropriate level when a UCO deployment acquires material capable of being used in court as evidence
- Set media strategy in liaison with the COM-UC and the investigating force that may allude to undercover operations or have an impact on UCO security or welfare.
- Ensure de-confliction of supporting and corroborating tactics.
- Ensure (in liaison with the COM-UC) the dissemination of intelligence from deployments to the confidential unit and other agencies and the handling requirements.
- Liaise (in conjunction with the COM-UC) with the prosecutor or other bodies regarding disclosure of material from UCO operations which may have an impact on the safety or identification of the UCO and/or operational effectiveness.
- Liaise with heads of public protection in forces where there is a risk to the safeguarding of a child.
- Manage budgets relating to the unit.

Act with professionalism and uphold the Code of Ethics for Police Officers.

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

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> Experience in managing budgets and the ability to understand complex financial accounting. 	<ul style="list-style-type: none"> Manage the CSE investigation unit consisting of a team of police officers and police staff.

Entry Requirements
<ul style="list-style-type: none"> The operational lead must be an officer of Detective Inspector rank The Op Lead must be willing to complete the required Op Lead Course if not already. The operational lead may also be an officer with a high level of experience of investigations that may include the policing of child abuse and safeguarding, including on-line. They must be able to evidence the setting of policy desirably towards the protection and safeguarding of any child. SCAIDP training to be undertaken if not already accredited. Desirably may have experience of UCOL and covert operations for the management of a dedicated team of specialist CSE UCOL Operatives in managing the delivery of a consistent and persistent response to the threat from online groomers and others who seek to utilise the internet to secure access to children for sexual abuse (NPCC - Utilising UCOL Assets Strategy). It is the responsibility of the Op Lead to be fully aware of current legal issues, case law and guidelines relevant to undercover operations as well as those relating to offences under The Sexual Offences Act 2003, other relevant offences and amendments. It is also the responsibility of the Op Lead to be aware of child abuse and safeguarding procedures and protocols such as those set out in Working Together to Safeguard Children publications, and third sector publications such as Digital Dangers. Experience in managing budgets and the ability to understand complex financial accounting would be an advantage. Full UK driving licence

Any other General Requirements/Scope
<ul style="list-style-type: none"> Flexible approach to work. The role will include a degree of travel to support meetings with SIO's, Senior Officers and SMT / NPCC The post holder will be expected to actively manage operations supported by covert tactics both in the Eastern Region and on occasions further afield. Vetting is required, as advised by the Vetting Unit <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>



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- 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 or other feedback on performance of the member of staff

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.

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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.