

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Sergeant Border Policing (Ports)
Rank/Grade:	Sergeant
Job Family:	Border Policing – ERSOU CTP
Reporting to:	DI Border Policing
Main purpose of the role:	<p>To manage a border policing team dealing with 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	
<ul style="list-style-type: none"> • Manage a team of staff responding to national alerts and partner requests. • Quality assure the use of Border specific policing powers, specifically Schedule 7 of TACT. This assurance to include proportionate and justified use of the power, compliance with the codes of practice for selection of persons subject to examination, appropriate and lawful use of screening within published legal advice. Ensure appropriate use of digital device examination and baggage searches during schedule 7 examinations. Quality assure resulting written product (Ports Intelligence Report). • Ensure all aspects of Border Policing operations, within area of responsibility are compliant 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. • Monitor the use of resources and provide records of team performance with associated records in respect of staff management. Develop the knowledge and skills of both team and individuals to ensure the best possible results at work by identifying needs, planning their development and using a variety of activities to improve performance. Manage teams and individuals to agree short, medium and long term objectives, develop associated plans, and monitor and evaluate performance to ensure that organisational objectives are achieved. • Conduct intelligence driven briefing, tasking and debriefing appropriate to the duties being performed and in accordance with organisational policy. • Produce operational plans as required, ensuring that they are ethical, comply with legislation, policy and procedures and meet best practice. 	

Agile Working	To be decided
Psychological Assessment	Not required
Return on Investment	Not required
Limited Duties	To be decided

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
• None	Team of Officers

Entry Requirements

- Must pass national schedule 7 accreditation and review examinations within 3 months of appointment and maintain accreditation review status bi-annually thereafter.
- Individual must demonstrate competence in substantive rank

Any other General Requirements/Scope

Section/Location

- ERSOU Counter Terrorism Policing. 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.

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.

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.

Systems

- This role requires use of the Police National Database

Vetting

- Security vetting and Management vetting level clearances 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

- Must pass national schedule 7 accreditation and review examinations within 3 months of appointment and maintain accreditation review status bi-annually thereafter. 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. 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.

Responsible for:

- A team of constables varying in number dependent on the port

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.