



## ROLE PROFILE

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| <b>Role Title:</b>               | <b>PC, FIMU Assessor, Pursue, CT</b>  |
| <b>Rank/Grade:</b>               | <b>Police Constable</b>   |
| <b>Job Family:</b>               | <b>Pursue – ERSOU CTP</b>   |
| <b>Reporting to:</b>             | <b>FIMU Sergeant</b>  |
| <b>Main purpose of the role:</b> | <p>To receive, evaluate and manage all intelligence/information in line with the National Standards of Intelligence Model (NSIM), highlighting threat and risk to the Intelligence Management Unit (IMU) Manager and carrying out development where appropriate.</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

- Receive and evaluate new intelligence and information under an IMU Assessment to establish:
  - Relevance
  - Threat/Risk/Vulnerability
  - Identify evidential and intelligence opportunities
  - Support thematic intelligence requirements
  - Support existing Investigative strategies
- Identify and manage subsequent decision outcomes in line with appropriate policy e.g. NSIM or IHM.
- Identify and develop intelligence opportunities by identifying intelligence gaps and tasking appropriate assets at the direction of the Counter Terrorism Senior Investigating Officer (CTSIO)/IMU Manager to build the intelligence picture.
- Support IHM Lead activity.
- Support the management of Emerging and Residual Threat (ERT) and Residual Subjects of Interest (RSOI) as required.
- Support OIMU activity as required i.e. carry out direction of CTSIO; maintain an operational log as required; manage intelligence material obtained from all deployments, exploiting intelligence and evidential opportunities.
- Conduct outside CT/DE enquiries and investigations making use of warranted powers when necessary.
- Join regional ERSOU CTP on call out of hour's rota.

#### Support Quality Assurance by:

- Ensuring intelligence is correctly marked, evaluated and sanitised with the correct and detailed handling instructions, and where necessary a risk assessment is applied.
- Ensuring detailed indexing instructions are completed and comply with National Indexing Standards And Procedures (NISAP).
- Monitoring all material and ensure that threat and risk issues are being managed.
- Ensuring compliance with National Standards for Intelligence Management (NSIM), Intelligence Handling Model (IHM), Access and Visibility, Multi-Equity, Review Retention Disposal (RRD) and other relevant policies.

#### Support Business Assurance by:

- Ensuring compliance with NSIM, IHM, Access and Visibility, Multi-Equity, RRD and other relevant policies.



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- Ensuring intelligence and information is being assessed consistently.
- Ensuring messaging queues are being managed and intelligence is being progressed within the relevant time periods.

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| <b>Agile Working</b>            | To be decided |
| <b>Psychological Assessment</b> | Not required  |
| <b>Return on Investment</b>     | To be decided |
| <b>Limited Duties</b>           | Not required  |

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

## Entry Requirements

The post holder must have the following skills or accreditation:

- Completed probationary period.
- The candidate must have knowledge of and practical experience in, the development of sensitive intelligence products and processes, covert policing tactics and the management and handling of sensitive intelligence.
- The candidate should be up to date with legislation relating to NIM, MOPI & data protection.
- Demonstrate experience in the assessment and management of threat/risk and the development and application of appropriate control measures.
- Ability to use Force IT and intelligence systems.
- Ability to evaluate intelligence and information in line with the NSIM and IHM.
- Attend the NCIA course.
- Ability to utilise or access NCIA and existing range of national and local systems to conduct secure and non-secure system checks.
- Appropriate knowledge and understanding of Action Management and Development options.
- Appropriate knowledge of intelligence handling procedures, sanitisation, action on, release requests, firewalling, parallel sourcing and the handling of covertly obtained material.
- Appropriate knowledge of Briefing and Dissemination processes within CT/DE Network.
- Appropriate knowledge of assets available at National, Regional and Local levels e.g. organisational structures (MI5, National Counter Terrorism Policing Operations Centre (NCTPOC), National Functions) roles and responsibilities.
- Appropriate knowledge of Government Security Classifications (GSC)/STRAP and the 'need to know' principles.
- Up to date knowledge of existing priorities, threats and risks and a good understanding of the CT/DE business.
- Knowledge and awareness of Exhibit Handling procedures.
- Knowledge and awareness of appropriate disclosure principles.



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### Any other General Requirements/Scope

- The post holder will be based in one of five locations and will be expected to work throughout the six forces in the eastern region on occasions. In addition the post holder may be required to work throughout the country on occasions to support the national CT network.
- This role requires the post holder to have a valid UK driving licence as there is a need to be able to travel to different locations.
- Duties are primarily working Monday to Friday with weekends taken as rest days, however flexibility is required due to the operational nature of the role and the role that the CTIU(E) undertake in the national Counter Terrorism arena.
- The post holder will be required to join the ERSOU CTP on-call rota and have a full UK driving licence. If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder will be required to undertake appropriate training in any aspects of counter terrorism as may be necessary.
- The role involves dealing with confidential information and the post holder will need to be vetted to DV level or as advised by the Vetting Unit.
- 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.

## 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



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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.