

Eastern Region Special Operations Unit



Regional Organised Crime Unit

ROLE PROFILE

Role Title:	Police Sergeant / Detective Sergeant - Surveillance
Rank/Grade:	Police Sergeant / Detective Sergeant
Job Family:	Surveillance
Reporting to:	DI Pursue Surveillance / Covert Operations Manager
Main purpose of the role:	<p>To contribute to achieving the vision, purpose and values of Bedfordshire Police. The post holder will be required to undertake and supervise the Regional and National covert surveillance duties for Counter Terrorism Policing.</p> <p>ERSOU Counter Terrorism Policing (CTP) covers the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk. Bedfordshire Police is the lead force in relation to regional Counter Terrorism working and is responsible for the unit.</p>

Key Responsibilities

- To undertake and supervise Regional and National covert surveillance duties for CTP, as directed by the CTP management and external partners.
- As ground commander, to provide operational control and direction of an operational surveillance team / deployment.
- To liaise and co-ordinate with the surveillance teams of other agencies as required on joint surveillance operations.
- To supervise the daily deployment log and surveillance activity concerning surveillance operations for analysis and decision as to continued surveillance.
- To supervise the collation and dissemination of material gathered by operatives.
- To undertake, control and direct technical and conventional surveillance in accordance with National Surveillance Standards.
- To plan tactical deployments, brief and debrief team members on current operations.
- To be responsible for the management, administration, welfare and Health and safety of officers and staff within the surveillance team under his/her supervision, in particular the monitoring of working hours.
- To identify and assess the training needs of individuals under his/her supervision, ensuring their competency levels are maintained, make recommendations where appropriate and supporting staff development needs via the PDR system.
- To monitor vehicles and equipment used by surveillance operatives under his/her supervision.
- To undertake any other duties commensurate with the role as determined by the CTP management.
- Subject to police regulations, to be prepared to perform duties anywhere in the UK, potentially for extended periods of time.

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Agile Working	To be confirmed
Psychological Assessment	Not Required
Return on Investment	Not Required
Limited Duties	Graded as A1

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Authorised to book hotels at short notice.

Entry Requirements
<p>The post holder will be required to have an awareness of:</p> <ul style="list-style-type: none"> The Terrorism Act 2000 and related matters. Regulation of Investigatory Powers Act 2000. To be surveillance trained to Level 1 Standards Political issues relating to the United Kingdom and Ireland. Worldwide issues relating to terrorism and terrorist groups that may pose a threat to the UK. National Police Chiefs Council (NPCC) guidelines on Intelligence. A working knowledge of the Manual of Standards in relation to Surveillance (including rural surveillance) An advanced police driving qualification.

Any other General Requirements/Scope
<p>General Requirements</p> <ul style="list-style-type: none"> The post holder will be based in one central location but will be required to travel extensively across the country. The role requires the post holder to have a valid UK driving licence and possess an advanced police driving qualification. If using a private vehicle then business insurance needs to be organised by the individual. Vetting clearance is a pre-requisite of employment in designated posts and the post-holder will be subject to management vetting assessment every 7 years. National security vetting clearances are reviewed every 10 years. This post is deemed to be a 'designated' post and the post holder will be subject to vetting as per policy. The post holder will be trained to a nationally acceptable standard in Level 1 surveillance and be expected to undertake training as and when required. The post holder will be expected to comply with health and safety requirements.

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**COUNTER
TERRORISM
POLICING**

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Hours

- Whilst office hours will be rostered the post holder will be expected to work extended tours of duty on a regular basis and be on 24 hour call depending on operational commitments, working relevant weekends and the operational aspects of the roll will require unsociable hours at short notice. A mobile phone will be carried at all times.

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.

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Personal Qualities (Behavioural Competencies)
We are emotionally aware <p>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.</p>
We take ownership <p>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.</p>
We are collaborative <p>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.</p>
We deliver, support and inspire <p>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.</p>
We analyse critically <p>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.</p>
We are innovative and open-minded <p>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.</p>