

Eastern Region Special Operations Unit



Regional Organised Crime Unit

ROLE PROFILE

Role Title:	Detective Inspector - Operations
Department/Unit:	Operations - Investigations Team
Rank/Grade:	Detective Inspector
Reporting to:	Detective Chief Inspector
Main purpose of the role:	To act as Senior Investigation Officer for investigations into serious and organised crime. To manage an omni-competent surveillance team making effective use of covert resources. To contribute to achieving the vision, purpose and values of Bedfordshire Police.

Key Responsibilities

- Represent ERSOU in a professional and effective manner with key stakeholders in forces, partner agencies and the National Network.
- Ensure that all stages of a covert investigation are conducted thoroughly and expeditiously in accordance with relevant legal requirements.
- Manage a surveillance team ensuring that deployments are effective and in accordance with relevant legal requirements and investigative objectives.
- Manage the disclosure of the covert investigation to ensure that the judicial processes and continuity needs are met in accordance with the relevant legislation and policy.
- Monitor the use of resources to enable their effective use.
- Manage undercover tactics and resources as necessary.
- Attend regional tactical meetings as a representative of ERSOU, ensuring that recommendations and decision(s) do not commit the organisation to action which they cannot deliver and/or breach legislation, policy and procedure.
- Monitor all aspects of health and safety within the workplace in accordance with legislation and organisational policy, and take the appropriate measures to safeguard the health, safety and welfare of self, staff and others.
- 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.
- Promote equality, diversity and human rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity in working practices.
- Manage and project training requirements, ensuring sufficient skills are retained within the unit.
- Evaluate, authorise and review proposed operations ensuring that they are ethical, comply with legislation, policy and procedures and meet best practice.
- Provide appropriate covert advice to the Deputy SIO's/team and negotiate resources to meet operational needs.
- Complete a thorough risk assessment for operational events, ensuring adequate control measures are in place and that an appropriate contingency plan is developed.

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> • Some financial management required 	<ul style="list-style-type: none"> • Line management responsibility for staff and/or officers

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Psychological Assessment	To be confirmed
Return on Investment	Not applicable
Limited Duties	Grading to be confirmed

Entry Requirements

- Individual must demonstrate competence in substantive rank.
- Completion of the Covert Law Enforcement Manages course.
- Surveillance experience and knowledge of covert tactics.
- Previous experience of working in covert policing arena.
- Demonstrate ability to undertake serious crime/complex case conferences with CPS at a senior level.

Desirable:

- Pip 3 qualified.

Any other General Requirements/Scope

- The post holder will be required to travel to different locations across the region and nationally for meetings/training events.
- The post holder will be required to work from different locations across the region and nationally.
- The post holder will need to possess a full driving licence.
- If using a private vehicle then business insurance needs to be organised by the individual.
- This post involves very flexible duties.
- The post holder may be required to work additional hours – unplanned overtime is a feature of this area of business.
- The post holder will be required to be part of an on-call rota.
- Vetting is required, as advised by the Vetting Unit.
- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.
- Following appropriate training, to take on the role of Evacuation Marshal if no volunteers come forward in the post holders work location.

Obligatory Requirements

- Before commencement of this appointment, this role may be subject to a 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.
- The post holder will be expected to assess the competence of their direct reports who are on the National Police Promotion Framework Process.



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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.