

## Eastern Region Special Operations Unit



## Regional Organised Crime Unit

### ROLE PROFILE

<b>Role Title:</b>	<b>ERSOU CT Pursue Intelligence Detective Inspector (Essex, Suffolk, Norfolk or Bedfordshire, Cambridgeshire and Hertfordshire) (Force to be specified on the advert)</b>
<b>Department/Unit:</b>	<b>Pursue Intelligence Essex, Suffolk and Norfolk</b>
<b>Rank/Grade:</b>	<b>Detective Inspector</b>
<b>Reporting to:</b>	<b>Pursue DCI Intelligence</b>
<b>Main purpose of the role:</b>	To manage a team dealing with Intelligence relating to Counter Terrorism, Domestic Extremism and other associated (National Security) matters across the Eastern Region. The role holder can be based in Essex, Suffolk, Norfolk or Bedfordshire, Cambridgeshire and Hertfordshire but is expected to visit each of these areas on a weekly basis in performance of their role. To contribute to achieving the vision, purpose and values of the force.

### Key Responsibilities

- Ensure intelligence is collected according to national and regional CT /DE and National Security requirements.
- Ensure it is assessed, developed and disseminated appropriately to law enforcement and also key UKIC partners at local, regional and national level.
- Manage a team of staff and officers covering a wide range of disciplines including FIMU and Intelligence Development Officers ensuring work is carried out thoroughly and expeditiously in accordance with relevant legal requirements and NSIM.
- Manage intelligence investigations, ensuring compliance with NSIM and NIM.
- Perform the function of CT SIO, accredited to PIP 3 or willing to undertake this training and undertake the CT SIO course. Manage CTP operations and investigations within the region working closely with both police and non-police key partners.
- Act as an interface between local forces, the UK Intelligence Community and CT Network.
- Work alongside CT Probation Service to manage convicted terrorist Prisoners on license in the community.
- Brief and reassure Senior officers and ACPO in force in times of crisis and keep them abreast of notable developments.
- Attend Force Contest meetings briefing on the current CT context and progressing associated activity as required.
- Manage the Intelligence response to a CT incident.
- Undertake Regional CT Senior on Call function.
- Ensure that all CT work complies with the Governments CONTEST Strategy under the four aspects of PURSUE, PREVENT, PROTECT & PREPARE.



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- Conduct intelligence driven briefing, tasking and debriefing appropriate to the duties being performed and in accordance with organisational policy.
- 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.
- Ensure that you show a duty of care and take appropriate action to comply with Health and Safety requirements at all times.
- Evaluate, authorise and review proposed operations ensuring that they are ethical, comply with legislation, policy and procedures and meet best practice.
- Undertake quality control of operational plans developed to support CT Operations and assess the quality of the implementation of plans, taking appropriate action to ensure compliance with the legislation, policy and best practice requirements.
- Complete a thorough risk assessment for operational events, ensuring adequate control measures are in place and that an appropriate contingency plan is developed.

**These key duties and responsibilities are intended only as a guide to the main responsibilities of the post and are not intended to restrict the scope of the post holder to perform other duties. Additional responsibilities for the post holder may be agreed on an individual basis and recorded as part of the annual performance review role requirement.**

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

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

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**COUNTER  
TERRORISM  
POLICING**

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#### Entry Requirements

- Individual must demonstrate competence in substantive rank
- Potential to complete the National Senior Investigating Officer Programme
- DV Strap accredited or willing to undertake DV Strap vetting

#### Any other General Requirements/Scope

- This role requires the post holder to have a valid UK driving licence / the ability to travel. Post holder will need to travel to different locations across the region in performing duties and attendance at National CT Policing events.
- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder will occasionally be required to work additional hours.
- DV Strap accredited or willing to undertake DV Strap vetting, or 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 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.
- 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.