



ROLE PROFILE

Role Title:	Detective Sergeant IDT/ FIMU
Rank/Grade:	Detective Sergeant
Job Family:	Pursue – ERSOU CTP
Reporting to:	DI Intel
Main purpose of the role:	<p>Leading a team of FIMU/IDT police officers and staff to identify and disrupt terrorism and domestic extremism, the post holder will direct and manage intelligence to support current CT and DE operations, preventing terrorist attacks against the UK or its interests overseas.</p> <p>Eastern Region Special Operations Counter Terrorism Policing (ERSOU 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"> The effective management of the regional Fixed Intelligence Management Unit (FIMU) including the supervision and development of police officers and police staff working in the unit. Ensuring intelligence product is managed in accordance with the National Standards for Intelligence Management (NSIM). Ensuring appropriate liaison and effective communication between the ERSOU and National CT policing functions. Managing and coordinating the Intelligence Development team in the development of intelligence product. Liaising with regional Counter Terrorism & Domestic Extremism offices and maintaining a close working relationship with security service partners to ensure the free flow of intelligence across the region. Maximising intelligence opportunities and supporting operations across the region in accordance with current priorities. Managing the lead process, establishing an effective investigative strategy to mitigate threat, risk and harm. The post holder will on occasions be called upon to support the investigation of all suspected terrorist incidents and individuals who come to notice as suspected of being involved in terrorism. This includes dealing with prisoners and completing files when applicable. 	

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

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Leads team of IDT/FIMU Officers/staff

Entry Requirements
<p>The post holder must have the following skills or accreditation:</p> <ul style="list-style-type: none"> Substantive Detective Sergeant. The candidate must have knowledge of and practical experience in, the development of sensitive intelligence



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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 National Intelligence Model (NIM), Management of Police Information (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 ERSOU CTP IT and intelligence systems.
- The post holder is required to have a broad range of understanding of both UK and International terrorism issues and will be required to maintain their knowledge of:
 - General terrorism legislation.
 - (RIPA) - Regulation of Investigatory Powers Act 2000.
 - Worldwide issues relating to terrorism and terrorist groups that may pose a threat to the UK and overseas UK interests.
 - ACPO guidelines on Intelligence.

Any other General Requirements/Scope

Location

The post holder will be expected to work throughout the six forces in the eastern region. In addition the post holder may be required to work throughout the country on occasions to support the national CT network.

Hours

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 is undertaken in the national Counter Terrorism arena.

Training

The post holder will be required to undertake appropriate training in any aspects of counter terrorism as may be necessary. This role requires use of the Police National Database.

Other

- The post holder will be required to join the ERSOU CTP On-call regional CT 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 is responsible for ensuring that the Health and Safety Policy is adhered to and implemented in their area of work activity.
- The post holder will be required to work without close supervision.
- This post is deemed to be a 'designated' post and the post holder will be subject to vetting as per policy.

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

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 behaviour.

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.