

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Detective Inspector Border Policing (Ports)
Rank/Grade:	Detective Inspector
Job Family:	ERSOU Border Policing (Ports)
Reporting to:	Detective Chief Inspector Border Policing
Main purpose of the role:	To manage a border policing team dealing with intelligence relating to Counter Terrorism, Domestic Extremism and other associated ERSOU/CT matters across the Eastern region.

Key Responsibilities

- Manage a team of staff responding to national alerts and partner requests.
- Quality assure the use of Border specific policing powers, specifically Schedule 7 of TACT. This assurance to include proportionate and justified use of the power, compliance with the codes of practice for selection of persons subject to examination, appropriate and lawful use of screening within published legal advice. Ensure appropriate use of digital device examination and baggage searches during schedule 7 examinations. Quality assure resulting written product (Ports Intelligence Report).
- Ensure all aspects of Border Policing operations, within area of responsibility are compliant with the National Standards of Intelligence Management (NSIM). To include recognition of the Fixed Intelligence Management Unit (FIMU) responsibility in respect of all new intelligence received.
- Monitor the use of resources and provide records of team performance with associated records in respect of staff management. 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.
- Conduct intelligence driven briefing, tasking and debriefing appropriate to the duties being performed and in accordance with organisational policy.
- Attend multi-agency case conferences/meetings as a representative of the Police organisation, 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.
- 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.
- Produce operational plans as required, 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.

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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.

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"> Management responsibility for staff and officers

Entry Requirements
<ul style="list-style-type: none"> Individual must demonstrate competence in substantive rank

Any other General Requirements/Scope
<p>Line Managers should, through consultation with their staff, identify which "Effective Performance" elements of each activity are relevant to the role.</p> <p>Section/Location: Based at either Luton airport, Stansted airport or having responsibility for the remaining eastern ports, namely Norwich airport, Felixstowe shipping port, Harwich seaport, Southend airport and Tilbury/London Gateway ports. With a start point by agreement with Border policing DCI, upon appointment in respect of the non- Luton/Stansted post.</p> <p>Provide supervisory cover across all eastern region ports as may be required.</p> <p>Required to fulfil ERSOU/CT command cover on-call, on an agreed roster basis.</p> <p>Responsible For:</p> <p>Luton: 3 detective Sergeants, 24 Constables, 3 support staff.</p> <p><u>Stansted:</u> 3 Detective Sergeants, 34 Constables, 3 support staff</p>

Eastern Region Special Operations Unit



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Norwich/Felixstowe/Harwich/Southend/Tilbury/London Gateway:
4 Detective Sergeants, 18 Constables

Hours:

Normally 0800-1600 Monday – Friday with a requirement for one border policing Detective Inspector to work 1400-2200 daily, within region, to provide cover to all ports. Weekend working may be required to meet operational activity as required.

Transport:

Full UK driving licence

Other Requirements:

Developed Vetting level of security clearance required.

Must pass national schedule 7 accreditation and review examinations within 3 months of appointment and maintain accreditation review status bi-annually thereafter.

All officers are required to maintain their safety skills (i.e. Friction Lock Baton, CS Incapacitant, Quick Cuffs and Unarmed Defence Tactics) and be available for operational duties. The only exception to this is where an officer is on restricted duties.

This role profile includes the key/core activities of the post and does not restrict the scope of the post holder to perform other duties. Additional duties may be agreed on an individual basis and recorded as part of the annual Performance and Development Review (PDR).

Other Requirements

- If using a private vehicle then business insurance needs to be organised by the individual.
- 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.

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.

Eastern Region Special Operations Unit



ROLE PROFILE

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

Eastern Region Special Operations Unit



**COUNTER
TERRORISM
POLICING**

ROLE PROFILE

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.