

Review Officer Operation Denton

Eligibility

Serving or former Detectives with experience of managing Counter Terrorism or Serious Crime operations. Will have an in depth understanding of covert policing, intelligence, investigations, review work as well as analysis. Post holder will have had experience working with partner agencies within law enforcement and intelligence.

Location: Birmingham based with frequent requirement for travel to London.

Role Purpose

To support the Review Manager and SLT in developing structure of thematic analytical product(s) required as part of Operation Denton.

Principal Responsibilities

The role holder should effectively manage and deliver these responsibilities:

1. Support the Review Manager in developing the structured approach to delivering thematic analytical product(s) as part of Operation Denton
2. To form part of report writing team as well as providing support to dedicated analytical capability. To include preparation of briefing and update documents.
3. To support the broader Operation Kenova SLT in developing organisational objectives
4. Role will be Birmingham based though post holder must be prepared to travel if required for deployments, meetings and training.
5. Knowledge of Northern Ireland related terrorism.

National Occupational Personal Qualities

Decision making

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options before making clear, timely, justifiable decisions. Reviews decisions in the light of new information and changing circumstances. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

Leadership

Promoting change

Positive about change, adapting rapidly to different ways of working. Flexible and open to alternative approaches to solving problems, and encourages flexibility in others. Constantly looks for ways to improve service delivery and value for money, making suggestions for change and encouraging others to contribute ideas. Takes an innovative and creative approach to solving problems.

Leading people

Inspires team members to meet challenging goals, providing direction and stating expectations clearly. Acknowledges the achievements of individuals and teams by recognising and rewarding good work. Recognises when people are becoming demotivated and provides encouragement and support. Gives honest and constructive feedback to help people understand their strengths and weaknesses.

Coaches and guides team members, identifying and addressing areas for development.

Managing performance

Understands the organisation's objectives and priorities, and how own work fits into these. Plans and organises tasks effectively to maintain and improve performance. Sets clear objectives and outcomes. Manages multiple priorities, thinking things through in advance, balancing resources and coordinating activity to complete tasks within deadlines. Knows the strengths of team members, delegating appropriately and balancing workloads across the team. Monitors delivery to ensure tasks have been completed to the right standard, and tackles poor performance effectively.

Professionalism

Acts with integrity, in line with the values and ethical standards of the Police Service. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations. Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required. Upholds professional standards, acting as a role model to others and challenging unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required.

Public service

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Understands the expectations, changing needs and concerns of different communities, and strives to address them. Understands the impact and benefits of policing for different communities, and identifies the best way to deliver services to them. Develops partnerships with other agencies to deliver the best possible overall service to the public.

Working with others

Works co-operatively with others to get things done, willingly giving help and support to colleagues. Is approachable, developing positive working relationships and a good team spirit. Explains things well, ensuring instructions are understood and talks to people using language they understand. Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively. Persuades people by stressing the benefits of a particular approach, keeping them informed of progress and managing their expectations. Is courteous, polite and considerate, showing empathy and compassion. Deals with people as individuals and addresses their specific needs and concerns. Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances.

Vetting Clearance Level: Developed Vetting & STRAP.

Line Management: Review Lead.