ROLE PROFILE

Role Title:	Technical Officer - ERSOU
Department/Unit:	ERSOU - Cyber Directorate - Technical Development Unit
Rank/Grade:	PO1
Reporting to:	Sergeant ERSOU Technical Development Unit
Main purpose of the role:	To provide specialist support to Serious and Organised Crime operations in relation to Equipment Interference empowered by the IP Act 2016. The role relies on learning and developing programmatical solutions to data extraction and network security challenges, including operational delivery. To contribute to achieving the vision, purpose and values of ERSOU Policing.

Key Responsibilities
The Technical officer is required to be a proactive, enthusiastic individual with an aptitude to learning and self-development. The role requires a mindset to approach unfamiliar tasks using experience and innovation. The unique and rapidly changing world of technology represents a diverse range of challenges and opportunities that this role will encounter. The principle accountabilities of the Technical Officer role are: - Using programming languages to develop operational capabilities.   - Operational covert deployment of network security techniques.   - To overcome new or unfamiliar data, equipment or technical challenges.   - Maintain a good level of knowledge of emerging technology, trends and understand how they may be applied to their current role.   **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.**

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
• None	• None

Psychological Assessment	To be confirmed
Return on Investment	Post holder will be required to sign a Repayment of Essential Training Cost agreement (F20a/8196a) and before additional training a tenure period will be agreed. If a post holder should leave within that timescale, training costs will be recovered.

Entry Requirements

Essential
- Demonstrate proficiency in a range of programming languages (such as C, C++, C#, Java, Python, Javascript, Perl, Ruby, Powershell, VB.Net, ASP, PHP, SQL and BASH) and the development, testing and maintenance of scripts and software.
- Educated to a good degree level in a technical discipline such as computer science, information systems, Cyber Security, Electrical Engineering or evidence equivalent work experience at an similar level.
- Due to the nature of this post and access to sensitive techniques and intelligence, the post holder will be required to obtain a security clearance of SC and STRAP induction (DV vetting may also later be required)

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- The nature of the operational activity undertaken can be very fluid, evolving and demanding, therefore a high degree of flexibility and resilience is required from the post holder.
- Work may include the requirement to work long hours or unsocial hours when supporting an operation.
- The role will be a full-time dedicated role based within the Eastern Region. Travel around the Region and the UK may be required as dictated by operational demands.
- Interpersonal and communication skills, both verbal and written to be an effective member of a team and document their product.
- Experience of deploying Ethical Hacking/Pentesting techniques.
- Relevant Ethical Hacking or Pentesting qualifications.
- Experience in modifying and building electronic and computing hardware.

Desirable

- Knowledge and experience of relevant legislation including RIPA 2000, IPA 2016 and Computer Misuse Act 1990.

Any other General Requirements/Scope

- The post holder will be required to work at locations as required within the Eastern Region and maybe required to travel within the UK to meet operational demand
- It is desirable for the post holder to possess a full driving licence.
- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder may be required to work additional hours.
- SC Vetting is required, or as advised by the Vetting Unit.
- STRAP induction required.
- The post holder will be expected to undertake training as and when required and must be prepared to attend residential training courses if required.
- The post holder will be expected to comply with health and safety requirements.

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.

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

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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.