

Eastern Region Special Operations Unit



ROLE PROFILE

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| Role Title: | Confidential Intelligence Unit Sergeant |
| Rank/Grade: | Sergeant |
| Job Family: | Confidential Intelligence Unit |
| Reporting to: | Detective Inspector, Confidential Unit |
| Main purpose of the role: | <p>To supervise and lead a team of intelligence officers and staff within the Confidential Unit, supporting the Strategic Policing Requirement of identifying and targeting serious and organised crime targets.</p> <p>To support the management function of the Confidential Unit.</p> <p>To provide a covert knowledge advice function to enable the identification and recommendation of potential covert techniques/sources/datasets that are suitable to fulfil intelligence requirements.</p> <p>To ensure that the intelligence activity undertaken by the team complies with legislative and other standards, and are in line with the Confi Unit Operating Model.</p> <p>Provides other specialist intelligence supports</p> |

Key Responsibilities

- Direct and manage the provision of intelligence services to support tactical and strategic activity, and by providing a clear picture of threat, risk, harm and opportunity relating to serious and organised crime targets.
- To maintain a covert knowledge capability, and through knowledge of existing covert intelligence resources available, ensure the most appropriate intelligence asset, tool dataset or device is identified and tasked or deployed to meet the current intelligence requirements.
- To provide advice and support to senior operational staff regarding proactive and reactive police operations in respect of covert intelligence processes and options.
- To support the management function of the Confidential Unit; resilience around cover, provision of authoritative advice on Confi services, meeting tasking requirements etc.
- To allocate intelligence work activity undertaken in the Confi Unit in accordance with priorities set by Forces and ERSOU at a tactical and strategic level.
- To monitor standards to ensure the activity undertaken in the unit complies with legislative requirements, and undertaken under the correct authority. This also includes participating in the various inspection regimes that apply to Confidential Units.
- To lead on intelligence development operations, including overseeing the intelligence research, handling and dissemination processes required for that operation in line with the Confi Unit Operating Model.
- To maintain and develop key partners in other Forces and Agencies to ensure the effective exchange of sensitive intelligence can occur, and maximum impact against Organised Crime offenders can be achieved.
- To lead on the development of the team of intelligence staff to ensure appropriate training and development needs are met.
 - To provide a senior intelligence officer function around specialist work required within the Confi Unit, such as within Crime In Action scenarios, Anti-Corruption work, and Operational Security etc.
 - To lead on disclosure matters relating to CPIA and R v Preston from material generated by the Confi Unit.

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| Agile Working | Yet to be decided |
| Psychological Assessment | Not Required |
| Return on Investment | Not Required |
| Limited Duties | Graded as A1 |

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| Financial e.g. limits/mandates | Non-financial e.g. staff responsibility |
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| <ul style="list-style-type: none"> None | <ul style="list-style-type: none"> Management responsibility for staff and officers |

| Entry Requirements |
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| <ul style="list-style-type: none"> Individual must demonstrate competence in substantive rank. Essential to have experience of intelligence or covert policing and in particular Comms Data and RIPA applications. Must have the ability to interrogate the Force and other data systems to a high specification. Qualified or ability to achieve qualifications in; Product Handling, Telecoms Investigations, Disclosure, Log Keeping, Green Room Operative and other emerging advance intelligence functions. |

| Any other General Requirements/Scope |
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| <ul style="list-style-type: none"> The post holder will be trained to achieve accreditation in specific functions undertaken in the Unit. There is an expectation that the post holder will travel to other forces and agencies to manage the effective sharing of intelligence, therefore business insurance needs to be organised by the individual. There is an expectation the post holder will work unsociable hours, occasionally at short notice, to meet the operational requirements of the department Vetting is required, as advised by the vetting unit The post holder will be required to use the Police National Database. The post holder will be expected to undertake training as and when required by the organisation. The post holder will be expected to comply with Health & Safety training <p>Obligatory Requirements</p> <ul style="list-style-type: none"> 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. <p>Performance assessment will be achieved through</p> <ul style="list-style-type: none"> Valid and reliable overall performance review conducted by the line manager for the role. Data collection will be by a range of methods, including line manager observation. IPP team performance charts, progress against the requirements of this role profile and of objectives set for the performance year. Other pertinent and reliable data known to the line manager will be taken into account, for example results of any Employee Engagement surveys conducted during the review period of other feedback on performance of the member of staff. |

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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.