



Role Profile

Role Title:	Fixed Intelligence Management Unit - Sergeant
Department/Unit:	FIMU-PURSUE ERSOU CTP
Rank/Grade:	Sergeant
Reporting to:	Detective Inspector – Intelligence
Main purpose of the role:	Leading a team of intelligence professionals in the continued identification and disruption of terrorism across the eastern region and United Kingdom, the post holder will direct and manage intelligence support, preventing terrorist attacks and working to contribute to achieving the vision, purpose, and values of ERSOU Policing.

Key Responsibilities

- 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.
- Liaising with regional Counter Terrorism Units and maintaining a close working relationship with security service partners to ensure the free flow of intelligence across the region and the United Kingdom.
- Maximising intelligence opportunities and supporting operations across the region in accordance with current priorities.
- Managing live-time incidents/intelligence, establishing an effective intelligence development strategy to mitigate threat, harm, and risk.
- Responsible for ensuring that all enquiries and requests made into ERSOU CTP requiring a policing response are dealt with in a timely, risk adverse manner.
- Attend meetings when necessary, giving appropriate briefings to operational teams and senior officers.
- Maintain contact with departments/agencies both internal and external to the organisation in order to ensure effective communications to aid problem solving, decision making and to negotiate for, and acquire specialist help when necessary.
- The post holder will on occasions be called upon to support the management of an intelligence cell relating to suspected terrorist incidents and individuals who come to notice as suspected of being involved in terrorism. This includes dealing with partners in the Counter Terrorism Command.

Financial e.g., Limits/Mandates	Non-Financial e.g., Staff Responsibility
<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Line management responsibility for staff and/or officers

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Psychological Assessment	Not required
Return on Investment	Due to vetting requirements, there is minimum expectation of 1 year service in this post.

Entry Requirements

- Substantive Sergeant.
- The candidate must have knowledge of and practical experience in, the development of sensitive intelligence 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:
 - o General terrorism legislation.
 - o (RIPA) - Regulation of Investigatory Powers Act 2000.
 - o Worldwide issues relating to terrorism and terrorist groups that may pose a threat to the UK and overseas UK interests.
 - o The CONTEST strategy.
 - o ACPO guidelines on Intelligence.

Any other General Requirements/Scope

- ERSOU CTP covers the counties of Beds, Cambs, Herts and Essex, Norfolk and Suffolk. The role deals with management of CT intelligence within BCH. The post holder will be required to be office based at a secure location in Hertfordshire. There is no scope for agile working in this role.
- The post holder will be required to assist with regional management of intelligence and possible requirement to assist operationally at various locations across the region and at times nationally.
- The post holder will be required to work shifts.
- The post holder may be required to work additional hours.
- You will be required to undertake vetting as this is a designated post.
- Vetting clearance is a pre-requisite of employment in designated posts and the postholder will be subject to management vetting assessment.
- The post holder will be expected to successfully complete Developed Vetting (DV) to undertake this role.
- 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 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.

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- The post holder will be expected to assess the competence of their direct reports who are on the National Police Promotion Framework Process.

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

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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.