

## Eastern Region Special Operations Unit



### ROLE PROFILE

<b>Role Title:</b>	<b>ERSOU Confidential Unit – Intelligence Development Officer</b>
<b>Rank/Grade:</b>	<b>SO1</b>
<b>Job Family:</b>	<b>Business Support</b>
<b>Reporting to:</b>	<b>Detective Sergeant – Confidential Unit</b>
<b>Main purpose of the role:</b>	<p>The post holder will be based at the Eastern Region Special Operations Unit offices within the Confidential Unit.</p> <p>The post holder will develop intelligence to identify threat, risk, harm and opportunity against serious and organised crime offenders in support of the Strategic Policing Requirement.</p> <p>Provide the intelligence support to proactive and reactive operations relating to serious and organised crime by the gathering, analysis, interpretation, development and dissemination of covertly obtained intelligence in the furtherance of stated operational objectives.</p> <p>Develop knowledge of assets, tools, databases and techniques within the covert domain, and advise operational staff on the most appropriate approach.</p> <p>The post holder will operate in line with legislation and standards set in the Confidential Unit Operating Model</p>

<b>Key Responsibilities</b>
<ul style="list-style-type: none"> <li>Operating independently, to be responsible for identifying risk, threat, harm and opportunity from covert intelligence relating to serious and organised crime targets in line with identified priorities.</li> <li>Personal responsibility for handling your own workload.</li> <li>Undertake intelligence development within the covert domain to support decision making in tasked operational work. This includes understanding the intelligence requirement, prioritising activity, developing the intelligence case, task and briefing the intelligence supplier, ensuring the correct authorisations are in place, participating in operational planning meetings and sanitising and disseminating intelligence to operational peers in line with handling requirements.</li> <li>To handle sensitive intelligence in support of operational work, following procedures and protocols regarding handling and dissemination as identified in the Confidential Unit Operating Model.</li> <li>Develop knowledge of information and intelligence that can be sourced from partners, datasets, assets or deployed equipment, and recommend techniques and tactics to be used to enhance the overall intelligence picture, or parallel source the sensitive intelligence picture.</li> <li>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.</li> <li>Ensure SIO's and line managers are kept apprised with operational updates and fast time operational opportunities or threats</li> <li>To ensure all intelligence handled is done so in line with requirements and as defined in the Confidential Unit Operating Model. Particular reference is made to the Product Handling function for Lawful Interception.</li> <li>To undertake specialist intelligence work required within the Confi Unit, such as within Crime In Action scenarios, Anti-Corruption work, and Operational Security etc.</li> </ul>

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- To identify disclosure matters relating to CPIA and R v Preston from material generated
- To provide advice and guidance on matters relating to intelligence and the handling of intelligence material.
- Any other duties/responsibilities commensurate with the post.

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

Agile Working	To be decided
Psychological Assessment	
Return on Investment	
Limited Duties	

Entry Requirements
<ul style="list-style-type: none"> <li>• Essential to have good communication skills; both written and oral.</li> <li>• Experience of developing intelligence</li> <li>• Proven investigative ability</li> <li>• Experience of investigations or intelligence development, desirable from within a covert environment.</li> <li>• Ability to research and interrogate to a high level Force Information and Intelligence Systems and partnership computer systems</li> <li>• Have a general understanding or working knowledge of Regulation of Investigations Powers Act (RIPA), Confidential Unit Operating Model and ACPO guidelines on Intelligence.</li> <li>• Knowledge of disclosure matters relating to CPIA and R v Preston from material generated.</li> <li>• Willing and ability to work towards achieving accreditation through the IPP.</li> <li>• Ability to work unsupervised in high pressured situations and in handling sensitive material</li> </ul>

Any other General Requirements/Scope
<ul style="list-style-type: none"> <li>• The post holder will be required to work a 8 week shift pattern including on call duties</li> <li>• The post is mainly office based but there will be a requirement to travel within the region for operational needs.</li> <li>• The post holder will be required to work additional hours in support of operational requirements.</li> <li>• Vetting is required as advised by the Vetting Unit</li> <li>• The post holder will be expected to undertake training as and when required.</li> <li>• The post holder will be expected to comply with health and safety requirements</li> </ul>
Obligatory Requirements
<ul style="list-style-type: none"> <li>• Before commencement of the 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.</li> <li>• There is a requirement for the role holder to meet the probationary objectives set.</li> </ul>

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#### Personal Qualities(Behavioural Competencies)

Technical Skills and Behavioural competencies may be used for promotion / recruitment / selection / PDR processes

##### 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.

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#### 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.