



ROLE PROFILE

Role Title:	Chief Inspector – JPS Protect & Prepare
Rank/Grade:	Chief Inspector
Job Family:	JPS
Reporting to:	JPS Superintendent
Main purpose of the role:	To manage the planning and delivery of key national Counter Terrorism strategies (Operation Skilgate, Temperer, Plato and CBRN threats) across Bedfordshire, Cambridgeshire and Hertfordshire.

Key Responsibilities

- Lead on planning for key national Counter Terrorism strategies within the JPS/BCH portfolio including Temperer, Plato, Skilgate and CBRN threats. Develop these to enable BCH to be “match fit” for a rise in the threat level or an attack within the BCH footprint.
- Ensure that JPS plans for critical threat compliment the local force plans and provide forces with the service they need from JPS at the time of Critical threat whilst remaining cognisant of article 2 duties.
- Work in partnership/coordinate local CONTEST activity so we complement/support each other in our plans, providing a two way conduit between regional and local Protect and Prepare work streams across BCH ensuring that both are well informed of parallel activity.
- Actively seek out and facilitate local, regional and national best practice in Protect and Prepare and where appropriate translate this into local action across BCH.
- Lead on the delivery of local CT awareness training within operational policing across BCH, ensuring that all staff can access training and guidance appropriate to their role.
- Coordinate force responses to consistent AG messages seeking an aligned approach across BCH which maximises organisational memory, efficiency and utilises best practice where available.
- Engage with other key first responders and partners/stakeholders to plan and prepare for a terrorist attack within the BCH footprint.
- Lead on CT related testing and exercising across BCH ensuring that it is timely, relevant and ensure organisational learning is taken from them and fed back into the forces and JPS.
- Support CT consequence management planning across BCH encouraging and disseminating best practice and where appropriate an alignment of plans across the three forces.
- Governance for this post will be reporting into JPS Command (Supt) and providing updates against progress to the Tri Force Contest Strategic Group.

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

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
• None	• Management responsibility for staff and Officers

Entry Requirements

Essential:

- Substantive Chief Inspector
- Vetted to SC level or above
- Experience of CT related work
- Knowledge around CBRN
- Knowledge working with CONTEST strategy
- Experience within multi-agency exercises



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Desirable:

- CT SECCO
- Experience of training
- Experience of writing strategic papers
- Experience of writing operational plans
- Quality assurance experience

Any other General Requirements/Scope

- This role requires the post holder to have the ability to travel to different locations across Bedfordshire, Cambridgeshire and Hertfordshire.
- If using a private vehicle then business insurance needs to be organised by the individual.
- Vetting is required, as advised by the vetting unit.
- 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 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.



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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.