

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Detective Superintendent ERSOU – Counter Terrorism Policing (Head of Unit)
Rank/Grade:	Detective Superintendent
Job Family:	ERSOU CTP
Reporting to:	ERSOU DCS / ERSOU ACC Regional CTP Lead
Main purpose of the role:	To contribute to achieving the vision, purpose and values of ERSOU.

Key Responsibilities

- Responsibility for leading the coordination and delivery of activity against terrorism and domestic extremism in the eastern region and as part of the national response.
- Provide visible leadership of the work of CTP staff across the ERSOU CTP estate and ports in the Eastern Region under the CT strategy of Pursue, Prevent, Protect and Prepare
- Develop and maintain relationships with senior stakeholders within police forces, partner agencies and other organisations across the eastern region and the UK.
- Contribute as an integral part of the ERSOU CTP and ROCU command team and governance arrangements
- Provide operational activity and performance updates as required to DCS and ACC ERSOU
- Lead the continued development of collaborative and integrated work between counter terrorism and organised crime.
- Represent the Senior National Co-ordinator (SNC) at a regional level and inform of regional operational activity
- Represent ERSOU CTP at regional and national meetings
- Support National deployments as required by SNC.
- Continue development of collaborative working arrangements with the Lead for the Regional Station.
- Ensure Chief Constables and PCCs receive briefings on threat, operational activity and performance
- Agree with the Region an annual CT/DE Strategic Assessment and Control Strategy
- Ensure contribution to regional and national tasking and co-ordination and strategic assessments.
- To work with regional CONTEST board so the region can respond to a terrorist incident in accordance with the operating principles of the CT National network
- To drive interoperability within the region with the other areas of the CT network
- To work with Detective Superintendent ERSOU – ROCU to ensure any CT/Crime overlap is identified and arrangements are in place to share intelligence for appropriate action.

Agile Working	Yet to be decided
Psychological Assessment	Not Required
Return on Investment	Not Required
Limited Duties	Yet to be decided

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Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
Responsibility for working budget of c. £20m	Responsibility for c 350 Staff across 6 force areas

Entry Requirements

- Must have strong operational, intelligence and investigative credibility.
- PIP3 qualified and/or evidence of broad Detective experience of leading intelligence lead operations and investigations
- Prepared to travel regionally and nationally
- Experience of managing collaborative partnerships across law enforcement and other organisations
- Evidence of innovative thinking and delivery of new solutions to problems.
- Experience in management of budgets
- Must be able to demonstrate broad experience and a proven track record of achievement within the police service
- Experience within the authorisation and management of RIPA activity at all levels.
- Strong operational credibility
- Prepared to undertake on call commitments for the CT network
- **This post is deemed to be a designated post.**
- Have or be willing to acquire DV vetting status
- Vetting clearance is a pre-requisite of employment in designated posts and the postholder will be subject to management vetting assessment every 7 years. National security vetting clearances are reviewed every 10 years.

Any other General Requirements/Scope

- Vetting is required, as advised by the vetting unit. (Post holder will need to be DV vetted)
- The post holder will be expected to undertake training as and when required including CT SIO course
- 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 seek to understand the longer-term reasons for organisational behaviour. This enables me to adapt and change organisational cultures when appropriate. I actively ensure a supportive organisational culture that recognises and values diversity and wellbeing and challenges intolerance. I understand internal and external politics and I am able to wield influence effectively, tailoring my actions to achieve the impact needed. I am able to see things from a variety of perspectives and I use this knowledge to challenge my own thinking, values and assumptions. I ensure that all perspectives inform decision making and communicate the reasons behind decisions in a way that is clear and compelling.

We take ownership

I act as a role model, and enable the organisation to use instances when things go wrong as an opportunity to learn rather than blame. I foster a culture of personal responsibility, encouraging and supporting others to make their own decisions and take ownership of their activities. I define and enforce the standards and processes that will help this to happen. I put in place measures that will allow others to take responsibility effectively when I delegate decision making, and at the same time I help them to improve their performance. I create the circumstances (culture and process) that will enable people to undertake development opportunities and improve their performance. I take an organisation-wide view, acknowledging where improvements can be made and taking responsibility for making these happen.

We are collaborative

I am politically aware and I understand formal and informal politics at the national level and what this means for our partners. This allows me to create long-term links and work effectively within decision-making structures. I remove practical barriers to collaboration to enable others to take practical steps in building relationships outside the organisation and in other sectors (public, not for profit, and private). I take the lead in partnerships when appropriate and set the way in which partner organisations from all sectors interact with the police. This allows the police to play a major role in the delivery of services to communities. I create an environment where partnership working flourishes and creates tangible benefits for all.

We deliver, support and inspire

I challenge myself and others to bear in mind the police service's vision to provide the best possible service in every decision made. I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals. I ensure that everyone understands their role in helping the police service to achieve this vision. I anticipate and identify organisational barriers that stop the police service from meeting its goals, by putting in place contingencies or removing these. I monitor changes in the external environment, taking actions to influence where possible to ensure positive outcomes. I demonstrate long-term strategic thinking, going beyond personal goals and considering how the police service operates in the broader societal and economic environment. I ensure that my decisions balance the needs of my own force/unit with those of the wider police service and external partners. I motivate and inspire others to deliver challenging goals.

We analyse critically

I balance risks, costs and benefits associated with decisions, thinking about the wider impact and how actions are seen in that context. I think through 'what if' scenarios. I use discretion wisely in making decisions, knowing when the 'tried and tested' is not always the most appropriate and being willing to challenge the status quo when beneficial. I seek to identify the key reasons or incidents behind issues, even in ambiguous or unclear situations. I use my knowledge of the wider external environment and long-term situations to inform effective decision making. I acknowledge that some decisions may represent a significant change. I think about the best way to introduce such decisions and win support.

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We are innovative and open-minded

I implement, test and communicate new and far-reaching ways of working that can radically change our organisational cultures, attitudes and performance. I provide space and encouragement to help others stand back from day-to-day activities, in order to review their direction, approach and how they fundamentally see their role in policing. This helps them to adopt fresh perspectives and identify improvements. I work to create an innovative learning culture, recognising and promoting innovative activities. I lead, test and implement new, complex and creative initiatives that involve multiple stakeholders, create significant impact and drive innovation outside of my immediate sphere. I carry accountability for ensuring that the police service remains up to date and at the forefront of global policing.