

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	DCI Eastern Region Special Operation Unit DCI Economic and Cyber
Rank/Grade:	Detective Chief Inspector
Job Family:	Economic and Cyber
Reporting to:	Detective Superintendent ERSOU
Main purpose of the role:	To co-ordinate and oversee management of teams conducting operations or investigations against serious and organised criminals in the Eastern Region.

Key Responsibilities

- To manage and co-ordinate deployment of collaborated and multi-agency teams making the maximum use of covert investigative, financial and detective techniques.
- To develop and maintain a close working relationship with constituent forces and partner agencies within the Eastern Region investigating OCG's or nominals engaged in serious and complex financial/cyber criminality maximising opportunities to disrupt and dismantle their criminal enterprises.
- To ensure all requests for deployment of the ERSOU resources meet with the requirements of the Regional Tasking & Co-ordination process by ensuring that the objectives of the deployment focus on reducing the threat and risk to the communities of the Eastern Region.
- To utilise the PDR process to develop staff skills; setting and maintaining standards in an ethical environment; maximising staff welfare and moral.
- To ensure that all investigations are managed effectively to achieve the performance targets allocated for ERSOU
- Manage the assessment of threat, risk and application of appropriate control measures.
- Provide advice and guidance on legislation, policy and tactical options to assist in the planning of ERSOU investigations.
- Managing budgets and complex financial accounting.
- Chair Regional meetings and represent ERSOU nationally and Regionally

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

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
• None	• None

Entry Requirements

- Proven track record in covert investigation managing individuals and structures within a covert law enforcement environment for example within Surveillance, Undercover or CHIS management environment.
- To have a sound understanding of POCA and other associated financial legislation & investigative techniques.
- To have a sound understanding of managing covert assets to advance investigations within the Region
- Demonstrate an understanding of managing threat to life issues and fast time reactions to Kidnap/

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Blackmail.

- Demonstrate knowledge/experience of cyber-crime as an emerging UK threat
- Demonstrate experience in the assessment of threat, risk and application of appropriate control measures and operational plans.
- Demonstrate experience in managing disclosure.
- Demonstrate experience in the completion of all policy files including sensitive investigative policy files and reviewing of operations.
- Experience in managing budgets and the ability to understand complex financial accounting
- Full UK driving licence

Any other General Requirements/Scope

- Vetting to SC and MV standard.
- Required to work on call
- Has access to own vehicle and is prepared to use it for business purposes.
- There will be requirements to work extended hours as per operational needs
- Flexible approach to working tasks and hours

Performance assessment will be achieved through:-

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.