



## ROLE PROFILE

<b>Role Title:</b>	<b>Cyber Protect Coordinator</b>
<b>Rank/Grade:</b>	<b>PO2</b>
<b>Job Family:</b>	<b>ERSOU Regional Cyber Crime Unit</b>
<b>Reporting to:</b>	<b>Detective Sergeant – ERSOU Regional Cyber Crime Unit</b>
<b>Main purpose of the role:</b>	To assist in the smooth running of the Regional Cyber Crime Unit by performing a range of Cyber Protect initiatives to empower the community by making it aware of the risks, threats and impact of cybercrime and how they might mitigate them. Which include coordination or the cyber protect message across the 7 Forces, engagement with Small and Medium businesses and engage and support large business across the region.

<b>Key Responsibilities</b>	
	<ul style="list-style-type: none"> <li>• Develop and maintain regional nodes on CiSP including developing and enhancing node membership.</li> <li>• Identify, engage and provide protect advice to individuals and the public and private sectors to influence behaviour to increase their resilience to cyber threats and risks.</li> <li>• Deliver bespoke cyber security briefings to public, private and voluntary organisations within their region to empower organisations to protect themselves increasing resilience across all sectors of industry and society.</li> <li>• Work with regional businesses to encourage secure by design protect, designing in measure to secure against cyber threats</li> <li>• Undertake general awareness activity to empower individuals to protect themselves, reduce repeat victimisation and sign post support to those who are vulnerable in their region</li> <li>• Work collectively with businesses in their region to further develop their cyber capabilities utilising the additional skills and resources made available through partnership working.</li> <li>• Develop regional Cyber Protect/Resilience Partnerships with public, private and voluntary organisations.</li> <li>• Support national protect activity coordinated by national law enforcement agencies such as the NCA (National Crime agency) and NCSC (National Cyber Security Centre) coordinated through the CoLP</li> <li>• Support force and regional delivery of Cyber Protect activities by evidence based activity.</li> <li>• Contribute to an enhanced threat picture by reducing levels of underreporting and encouraging a two way intelligence flow between industry the ROCU's and wider national intelligence agencies.</li> <li>• Provide guidance and expertise to law enforcement in their region, providing support and increasing police ability to protect against cybercrime.</li> <li>• Work in partnership with SIOs/OICs (senior investigating officer/Officer in the case) to develop protect strategies based upon evidence from on-going investigations and establish 'lessons learnt' for sharing across the protect network.</li> <li>• Produce evidenced based regional protect delivery plans for intelligence led protect activities in line with national strategic and local regional objectives.</li> <li>• Provide performance returns to the national coordinator for presentation to the National Cyber Security Programme (NCSP).</li> <li>• Conduct reviews of the effectiveness of local protect strategies and protection advice.</li> <li>• Undertake any other duties commensurate with the role and grade as may reasonably be requested by line management.</li> <li>• Promote a wide range of prevention material designed to educate individuals and businesses about the threats from Fraud and Cyber Crime, including through the use of social media.</li> <li>• Provide updates and collation of activity across the region to the regional cyber delivery group.</li> </ul>



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- Lead, facilitate and deliver the national cyber protect strategy to force SPOCs (single point of contact).

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>

<b>Psychological Assessment</b>	To be confirmed
<b>Return on Investment</b>	To be confirmed

Entry Requirements
<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Strong organisation and project management skills due to setting up and managing new and emerging projects and schemes.</li> <li>• Must have creativity and be innovative as the role will involve developing new schemes and projects.</li> <li>• Good communication skills due to regular presentations to both police and public audiences, and be able to work creatively and innovatively, finding new ways to present material and achieve success within the prevention landscape.</li> <li>• Good investigation and intelligence skills to separate matters for investigation, intelligence or intervention schemes and pass the information according.</li> <li>• Good analytical and research skills to evaluate information and provide meaningful recommendations to assist law enforcement and industry in prevention activities.</li> <li>• Excellent verbal and presentation skills, adjusting communication style to suit different audiences.</li> <li>• Initiative and personal accountability due to extensive lone working.</li> <li>• Stakeholder and relationship management skills as dealing with senior members of police, third sector agencies, victims and senior business managers.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Excellent knowledge of cybercrime trends and threats affecting the UK.</li> <li>• Excellent knowledge of cybercrime methodologies, enablers and terminology.</li> <li>• Excellent knowledge of crime prevention practices and strategies within the current landscape.</li> <li>• Evidence of a strong commitment to continual learning and new approaches within the cyber environment.</li> <li>• Experience of working with Public and Private sector partnerships, preferably in a crime investigation or prevention context.</li> <li>• Experience of using relationships with stakeholders to influence decision making and align focus in keeping with your own strategy.</li> <li>• Full knowledge and understanding of relevant stakeholder / law enforcement relationships and ability to influence.</li> </ul>

Any other General Requirements/Scope
<ul style="list-style-type: none"> <li>• The post holder will be required to travel to different locations across Bedfordshire, Cambridgeshire, Hertfordshire and nationally as work requires.</li> <li>• The post holder will need to possess a full driving licence.</li> <li>• If using a private vehicle then business insurance needs to be organised by the individual.</li> <li>• The post holder may be required to work additional hours but this will be agreed in advance in conjunction</li> </ul>



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with management and post holder.

- The post holder will need to be flexible in start and finish times due to operational requirements.
- Vetting is required (SC/VM), or 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.
- There is a requirement for the post holder to meet the probationary objectives set.
- Before commencement of this appointment, this role may be subject to medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by the line manager risk assessments.

### **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.



## ROLE PROFILE

### 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.

#### 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.



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