



ROLE PROFILE

Role Title:	Specialist Support Officer, ROCU
Department/Unit:	Technical Surveillance Unit
Rank/Grade:	SO1
Reporting to:	ERSOU ROCU TSU Manager
Main purpose of the role:	Undertake specialist support operations and activities, without the dependency of other Law Enforcement Agencies in line with strategy and policy as determined by ACPO, the National Intelligence Model and Force Priorities.

Key Responsibilities	
<ul style="list-style-type: none"> • Undertake specialist support activity to enable other covert operations to achieve operational tasking of national significance / counter terrorism. • Gathering information, intelligence or evidence about a specific policing problem to support activity at level 1, 2 and 3 if required. • Comply with role specific A.P.P guidance. • Undertake detailed planning and research to achieve operational tasking in support of activity at level 1,2 and 3 if required. • Ensure that personnel and other resources are deployed safely and that operational performance complies with legislation, policy and best practice (accuracy, ethical and complies with RIPA). • Complete a thorough risk assessment for operational events, ensuring adequate control measures are in place. • Complete administration procedures – records, input to databases, etc. • Ability to provide concise presentations to a variety of specialist audiences. • Carry out further sensitive covert technical tactics when requested. • Promote the department through presentations/workshop throughout Law Enforcement Agencies. 	
<p>These key duties and responsibilities are intended only as a guide to the main responsibilities of the post and are not intended to restrict the scope of the post holder to perform other duties. Additional responsibilities for the post holder may be agreed on an individual basis and recorded as part of the annual performance review role requirement.</p>	

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

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

Entry Requirements
<p><u>Essential:</u></p> <ul style="list-style-type: none"> • Current, detailed and extensive knowledge of the sensitive methodologies and techniques used in covert surveillance operations. • Current, detailed and extensive knowledge and understanding of RIPA legislation. • Current detailed and extensive experience of detailed planning and the completion of risk assessments to ensure compliance with current Health and Safety legislation. • Current experience of the management of covert operations and other technical resources that would be



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- available for deployment to assist in each operation.
- Provide specialist technical advice and guidance to Senior Investigating Officers (SIO) and other police managers in operational situations.
- Qualified Police advanced driver.
- Currently licenced to conduct Q1 surveillance.
- Qualified in Rural Surveillance.

Any other General Requirements/Scope

Line Managers should, through consultation with their staff, identify which "Effective Performance" elements of each activity are relevant to the role.

Section/Location:

- The post holder will be expected to be deployed as per operational requirements and this could be anywhere in the UK.

Hours of work:

- Base days of 8am to 4pm Monday to Friday but essential is a flexible approach to working tasks and hours. Part of weekend and out of hours on call rota also required for which appropriate payment will be made.

Vetting:

- Vetting is required, as advised by the Vetting Unit.
- Currently SC/MV and STRAP.

Other requirements:

- Full UK driving licence
- If using a private vehicle then business insurance needs to be organised by the individual.

Training

- 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

This role profile includes the key/core activities of the post and does not restrict the scope of the post holder to perform other duties. Additional duties may be agreed on an individual basis and recorded as part of the annual Performance and Development Review (PDR).

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.

Personal Qualities (Behavioural Competencies)

We are emotionally aware

I treat others with respect, tolerance and compassion. I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. I remain calm and think about how to best manage the situation when faced with provocation. I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. I ask for help and support when I need it. I understand the value that diversity offers. I communicate in clear and simple language so that I can be easily understood by others. I seek to understand the



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thoughts and concerns of others even when they are unable to express themselves clearly.
We take ownership
I actively identify and respond to problems. I approach tasks with enthusiasm, focusing on public service excellence. I regularly seek feedback to understand the quality of my work and the impact of my behaviour. I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. I give feedback to others that I make sure is understandable and constructive. I take responsibility for my own actions, I fulfil my promises and do what I say I will. I will admit if I have made a mistake and take action to rectify this. I demonstrate pride in representing the police service. I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.
We are collaborative
I work cooperatively with others to get things done, willingly giving help and support to colleagues. I am approachable, and explain things well so that I generate a common understanding. I take the time to get to know others and their perspective in order to build rapport. I treat people with respect as individuals and address their specific needs and concerns. I am open and transparent in my relationships with others. I ensure I am clear and appropriate in my communications.
We deliver, support and inspire
I take on challenging tasks to help to improve the service continuously and support my colleagues. I understand how my work contributes to the wider police service. I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others. I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery. I support the efficient use of resources to create the most value and to deliver the right impact. I keep up to date with changes in internal and external environments. I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.
We analyse critically
I recognise the need to think critically about issues. I value the use of analysis and testing in policing. I take in information quickly and accurately. I am able to separate information and decide whether it is irrelevant or relevant and its importance. I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action. I refer to procedures and precedents as necessary before making decisions. I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. I recognise gaps and inconsistencies in information and think about the potential implications. I make decisions in alignment with our mission, values and the Code of Ethics.
We are innovative and open-minded
I demonstrate an openness to changing ideas, perceptions and ways of working. I share suggestions with colleagues, speaking up to help improve existing working methods and practices. I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. I adapt to change and am flexible as the need arises while encouraging others to do the same. I learn from my experiences and do not let myself be unduly influenced by preconceptions.