



BEDFORDSHIRE POLICE

Protecting People and Fighting Crime

Together

DCI Pursue Role Profile

In order to deter, detect and disrupt acts of terrorism and extremism, maintain the effective co-ordination of Special Branch activity within the CTIU in support of the UK's Counter-Terrorist Strategy, the National Police Counter Terrorism and Extremism Control Strategy and Regional Control Strategy.

To maintain oversight of the regional CT & DE intelligence and ensure policies in respect of the Strategic and Tactical gathering, analysis, storage and dissemination of intelligence to the appropriate forces and agencies are adhered to.

To provide and coordinate investigative support (including surveillance) in support of regional and national operations ensuring operational activity carried is compliant with Regulation of Investigatory Powers Act 2000.

To develop and maintain professional relationships with partner agencies, SB's and other CT(I)U's.

To identify and develop opportunities for capacity and capability building within the CT Network.

To oversee the tactical and strategic tasking and co-ordinating processes within the Region, where

possible ensuring compliance with the National Intelligence Model and providing intelligence to inform the Control Strategy.

Rank/Grade
DCI

Line Manager
D/Supt CTIU

Experience and Qualifications

- Must be experienced in the handling of confidential and sensitive intelligence.
- Must have proven experience in the management of Covert Policing operations including Surveillance and Intrusive Operations.
- Must have high interpersonal skills and an ability to interact at senior management level and influence change.
- Must be vetted to DV level or be prepared to undertake and successfully achieve such process.
- Must be able to demonstrate a proven ability to develop strong and effective working relationships with partner agencies.
- Must have experience of co-ordinating activity across police forces and law enforcement agencies
- An understanding of the activities and requirements of Special Branch and Security Agencies is desirable.
- This post is deemed to be a designated post.

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.

Skill Requirements

	Mandatory Skill(s) (required to have to undertake post)	Essential skill(s) (Necessary training when in post)	Desirable Skills(s) (ongoing development in post)
1.	Confirmed in rank		
1.			
1.			

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PPF	
Technical Skills and Behavioural competencies may be used for promotion / recruitment / selection / PDR processes	
Skill Category: Cluster	
Inclusive, Enabling and Visionary Leadership	<p>We deliver, support and inspire</p> <ul style="list-style-type: none"> 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.
Inclusive, Enabling and Visionary Leadership	<p>We are collaborative</p> <ul style="list-style-type: none"> 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.
Intelligent, Creative and Informed Policing	<p>We are innovative and open-minded</p> <ul style="list-style-type: none"> 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.

<p>PPF</p> <p>Intelligent, Creative and Informed Policing</p>	<p>We analyse critically</p> <ul style="list-style-type: none"> 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.
<p>Resolute, Compassionate and Committed</p>	<p>We take ownership</p> <ul style="list-style-type: none"> 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.
<p>Resolute, Compassionate and Committed</p>	<p>We are emotionally aware</p> <ul style="list-style-type: none"> 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.