

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Head of ERSOU ROCU
Rank/Grade:	SM3
Job Family:	Professional
Reporting to:	Detective Chief Superintendent ERSOU
Main purpose of the role:	To manage and develop the regions Organised Crime Resources and tasking process to deliver an effective and high performing regional response to organised crime. To co-ordinate and oversee management of all teams engaged within Eastern Region Special Operations Unit. To provide value for money in support of Eastern Regions Organised Crime Strategy. To ensure robust performance and communications strategies are delivered.

Key Responsibilities

- Deliver against the Eastern Region Serious and organised Control Strategy.
- Develop the capability and capacity of ERSOU to work with strategic partners.
- Inform, manage and implement change.
- Manage and develop the dedicated Organised Crime Resources contained within ERSOU In support of Eastern Regional objectives.
- Manage the regional intelligence group function, the covert tasking functions and report into the regional tasking process.
- Provide high level performance against set objectives whilst ensuring value for money ethos is embedded within ERSOU.
- To ensure all requests for deployment of the ERSOU resources meet with the requirements of the Regional Tasking & Co-ordination process, thereby focusing deployments 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.
- 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
- Deputise for and represent DCS ROCU head as required regionally and nationally.
- Managing budgets and complex financial accounting.
- Responsibility for all police staff, seconded officers and external partner agency staff.

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.

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

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Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> To provide value for money in support of Eastern Regions Organised Crime Strategy. 	<ul style="list-style-type: none"> Line management responsibility for staff and / or officers

Entry Requirements

Essential:

- Extensive experience of tackling organised crime which will include the use of intelligence led and covert policing
- Knowledge of Regulation of Investigatory Powers Act, Proceeds of Crime Act and Highly Sensitive Policing techniques.
- A proven track record of delivering complex change.
- Experience of operating within high level partnerships and through collaboration.
- Experience in managing budgets and the ability to understand complex financial accounting.
- Full UK driving licence

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

Post holder will be required to travel throughout the Eastern Region and the UK

Hours

There will be requirements to work extended hours as per operational needs

Other requirements

- If using a private vehicle then business insurance needs to be organised by the individual.
- Developed Vetting is required, 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.

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.

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Personal Qualities (Behavioural Competencies)

Technical Skills and Behavioural competencies may be used for promotion / recruitment / selection / PDR processes

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.

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

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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.