

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Counter Terrorism Security Advisor
Rank/Grade:	SO1 – PO1
Job Family:	CTP
Reporting to:	CTSA Supervisor
Main purpose of the role:	Provide Counter Terrorist (CT) protective security advice and risk mitigation measures to specific site locations, Seaports and Airports, and other significant crowded places, vulnerable or hazardous sites. Liaise with Environment Agency, Health and Safety Executive and various other government departments to fulfil the statutory obligations provided for hazardous and vulnerable materials. Carrying out surveys to help risk assess locations and communities. Provide expert advice to police, partners and external agencies through presentations and meetings. Support the regions policing effort in developing in force Counter Terrorism (CT) strategies, responding to local and national initiatives and undertaking specific projects as required. To contribute to achieving the vision, purpose and values of Bedfordshire Police.

Key Responsibilities
<ul style="list-style-type: none"> To provide protective security and preparedness advice to businesses, sites and organisations relating to the Critical National Infrastructure, hazardous sites/substances and crowded places, in line with the National Counter Terrorism Strategy, in order to mitigate the impact of a terrorist attack. Contributing to National, Regional and Force Counter Terrorism (CT) strategy and policy development. Identifying and assessing locations vulnerable to terrorist or extremist attack. Conducting surveys and delivering protective security advice in order to reduce vulnerabilities to sites and events Raise knowledge of the terrorist threat and security awareness at all levels of relevant businesses and organisations to encourage the reporting of hostile reconnaissance incidents. Fulfil statutory obligations in relation to sites holding pathogens and toxins or radiological sources. Any other duties that are commensurate with the role and grade as may be requested by management

Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None

Agile Working	To be decided
Psychological Assessment	
Return on Investment	
Limited Duties	



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Entry Requirements

Essential Criteria:

- Have an inquisitive mind-set
- The ability to write and deliver high quality reports and briefings
- The ability to influence the decision making of others
- Have basic keyboard skills and working knowledge of Microsoft Office Suite (Word, Excel, PowerPoint)
- Have excellent interpersonal skills and relationship building
- Demonstrate innovative ways of problem solving
- Be flexible, approachable, and willing to work undirected on own initiative
- Excellent record keeping management.

Desirable Criteria:

- Have experience in dealing with and working with other organisations, businesses and agencies at an executive level, to achieve a common objective as a team member or individually
- To have completed security related or crime prevention courses
- Have an interest and knowledge of crime prevention, CT protective security, construction techniques, utility networks and working in a hostile environment
- Have an understanding of threat and risk in the context of security
- To have delivered advice in a professional capacity

Any other General Requirements/Scope

- The post holder will be required to travel extensively both within the region and occasionally to other regions within the UK to fulfil their role for which a pool car system is in operation. (Occasional use of your own vehicle may be necessary in exceptional circumstances).
- If using a private vehicle then business insurance must be arranged by the individual.
- Hours of work are generally normal office hours, 37 hours a week, but occasionally the post holder may be required to vary these to attend site visits and meetings etc., or work extended hours if an urgent need arises.
- This post is deemed to be a 'designated' post and the post holder will be subject to vetting as per policy.
- Vetting clearance is a pre-requisite of employment in designated posts and the post holder will be subject to management vetting assessment every 7 years. National security vetting clearances are reviewed every 10 years.

Special conditions/Points to note

- The purpose of this job description is to indicate the general level of the duties and responsibility of the role, the duties may from time to time vary without changing the general character of the role or the levels of responsibilities.
- While the role is normally based in a specified county the role is a regional post and the post holder will be required to cover sites across the Eastern region.
- The post holder will be required to successfully complete the relevant Certificate of Professional Competence or qualification as determined by the National Counter Terrorism Security Office (NaCTSO).
- Position will be recruited to as on SO1 scale on successful completion of the relevant qualifications role will be progressed to PO1.



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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.

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**COUNTER
TERRORISM
POLICING**

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