



ROLE PROFILE

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| Role Title: | Prison Intelligence Lead |
| Department/Unit: | Prison Intelligence Unit (PIU) |
| Rank/Grade: | PO3 |
| Reporting to: | Detective Chief Inspector – Pursue |
| Main purpose of the role: | To lead a team that works in partnership to develop intelligence from Prison environments to assist others in tackling organised crime and terrorism in line with regional and national priorities. To ensure the effective deployment of overt and covert policing tactics to tackle serious crime and target high harm offenders. To contribute to achieving the vision, purpose and values of ERSOU. |

Key Responsibilities

- The effective management of intelligence products gathered from prison environments, ensuring staff are trained and actively engaged in the dissemination to relevant partners and responding to current priorities and threat.
- The supervision and development of Police Officers and Police Staff working in the unit.
- The development and on-going management of necessary covert structures applicable to the unit.
- The management of risk in relation to sensitive intelligence products, officers and staff.
- The management of any disclosure or Public Interest Immunity issues in accordance with the Criminal Procedure and Investigations Act 1996.
- The management of covert assets and structures as directed by Senior Management Team ERSOU/ Counter Terrorism Policing.
- To undertake the duties and requirements of Senior Investigating Officer as directed by SMT ERSOU/ Counter Terrorism Policing.
- To attend and chair as necessary relevant prison meetings relating to both Counter Terrorism and Organised crime.
- To support constabulary and prison meeting structures at a strategic level.
- To support prison meeting structures regarding security, vulnerabilities, counter terrorism, safeguarding and corruption.
- Liaison with Prison Governors to enhance and build good working relationships between ERSOU and the Prison establishments ensuring joint work with HMPPS intelligence teams and probation.
- To ensure support to MAPPA and Threat to life matters when necessary.
- To support lifetime offender management whilst offenders are in Prisons, assisting to prepare forces and partners for OCG/ CT nominal releases.
- To provide specialist advice and guidance across the region on emerging Prison national intelligence issues.
- To work with the National Prisons Intelligence Coordination Centre on new projects and operations relating to counter terrorism and Organised crime.
- To deliver effective communication and working relationships with constituent Force and partner law enforcement teams.
- Manage operational activity at Prison establishments.
- Liaison with other Prison Intelligence staff from other agencies to ensure smooth working practices and consistent working practices
- To be responsible for the development of OCG identification within prison establishments in the region and coordinating appropriate response
- To ensure matters of national security, radicalisation and counter terrorism effecting or emanating from prisons are disseminated as required
- To build and further enhance prison intelligence and develop new areas of work that may inform a better picture of any threat risk or harm in prisons.
- To undertake all relevant training and act as Deputy controller in relation to Covert Human Intelligence Sources matters (Dedicated Source Unit) and deputise for the controller when necessary.



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| Financial e.g. Limits/Mandates | Non-Financial e.g. Staff Responsibility |
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| <ul style="list-style-type: none"> None | <ul style="list-style-type: none"> Line management responsibility for staff and/or officers |

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| Psychological Assessment | Not required |
| Return on Investment | Not applicable |

| Entry Requirements |
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| <ul style="list-style-type: none"> The candidate must have an in depth knowledge of, and practical experience in, the development of intelligence products, covert policing tactics and the management and handling of sensitive intelligence. The applicant will have attended, or have the ability to successfully complete, the national Covert Law Enforcement Managers course/ CHIS controller Course and have practical experience of managing complex covert investigations and intelligence products through the prosecution process. Demonstrate experience in the assessment and management of threat/risk and the development and application of appropriate control measures. Demonstrate experience in court disclosure practices. To be accredited or to have the ability to become PIP level 3 or to have completed the National Senior Investigating Officers Course. Be willing to undertake Intelligence Professionalisation programme and act as assessor to other staff and undertake relevant training relating both Counter terrorism and Organised Crime matters. |

| Any other General Requirements/Scope |
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| <p>Section/Location</p> <ul style="list-style-type: none"> ERSOU – Counter Terrorism Policing. The post holder will be expected to be deployed as per operational requirements and this could be anywhere in the eastern region. <p>Hours</p> <ul style="list-style-type: none"> Flexible approach to working tasks and hours. The post holder will be required to be part of an on-call rota. <p>Transport</p> <ul style="list-style-type: none"> This role requires the post holder to have a full valid UK driving licence. If using a private vehicle then business insurance needs to be organised by the individual. <p>Vetting</p> <ul style="list-style-type: none"> Vetted to DV level or as advised by the Vetting Unit. This post is deemed to be a 'designated' post and the post holder will be subject to vetting as per policy. <p>Training</p> <ul style="list-style-type: none"> 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. <p>Obligatory Requirements</p> <ul style="list-style-type: none"> 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. <p>General Requirements</p> <ul style="list-style-type: none"> To manage both Organised Crime and Counter Terrorism policing staff in the joint unit. Able to perform the function of Deputy Controller. Able to perform on call Prison intelligence / controller function. Have the ability to act as Senior Investigating Officer in ERSOU Operations. <p>Assessment of Performance in Role</p> <p>Performance assessment will be achieved through:</p> <ul style="list-style-type: none"> Valid and reliable overall performance review conducted by the line manager for the role. |



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- Data collection will be by a range of methods, including line manager observation, progress against the requirements of this role profile and of objectives set for the performance year.
- Completion and maintenance of Intelligence Professional Portfolio.

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.