

Eastern Region Special Operations Unit



ROLE PROFILE

Role Title:	Detective Constable, ERSOU – Regional Disruption Team
Rank/Grade:	Detective Constable or Police Constable with required skills and experience
Job Family:	Regional Disruption Team
Reporting to:	Detective Sergeant – Regional Disruption Team part of the ERSOU Specialist Support Directorate.
Main purpose of the role:	To work as part of a team of Police officers and Police staff whose focus is on disrupting organised crime in, or impacting on, the Eastern Region by working collaboratively with Partner Agencies utilising a wide range of tactics, legislation and powers from across Law enforcement & partners to relentlessly disrupt organised crime by adopting whatever tactics are deemed proportionate and appropriate. To contribute to achieving the ERSOU vision, purpose and values.

Key Responsibilities	
<ul style="list-style-type: none"> To identify opportunities to relentlessly disrupt Organised Criminals and criminality. Undertake, facilitate and co-ordinate enforcement activity utilising whatever proportionate tactics and resources are necessary in order to achieve operational objectives. Develop effective working relationships with other departments, law enforcement partners and statutory bodies in order to maximise opportunities for intelligence development and ensure that organised criminality is disrupted utilising both criminal and non-criminal measures. To have the ability to provide concise presentations to a variety of specialist audiences. To work with the Regional Intelligence Departments (under supervision but often independently) to be proactive in identifying intelligence requirements in respect of Regional and National threats and set intelligence collection plans to satisfy those requirements. Complete thorough risk assessment for operational events, ensuring adequate control measures are in place and complete administration procedures. Conduct covert observations in line with operating procedures and legal guidance, policy and best practice (accuracy, ethical and complies with RIPA) in order to support intelligence development and disruption opportunities. To work closely with the Government Agency Intelligence Network (GAIN) in identifying opportunities for joint agency working and coordinating local and regional responses to enforcement campaigns & initiatives To undertake any other duties commensurate with the post that may from time to time be determined 	

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

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Entry Requirements

- Trainee Investigator programme Course if not already held
- Proven previous experience within an intelligence or investigative environment
- Good working knowledge of the National Decision Making Model and ability to operate computerised databases.
- A basic knowledge and understanding of Regulation of Investigatory Powers Act (RIPA) and proactively undertake investigations
- Has an awareness of serious and organised crime legislation.
- Experience of working in a proactive team and proactive policing methods.
- Has a basic awareness and understanding of Regional Crime and control strategy
- Authorised Police Driver
- Unarmed Defence Tactic Training
- Method of entry training would be beneficial or demonstrate a willingness to undertake training.

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**
Stevenage or Newmarket. The post holder will be required to work from different locations other than the home station.
- **Hours of work**
The post holder may be required to work additional hours at short notice but where possible this will be agreed in advance in conjunction with management and the post holder.
- **Vetting**
Willingness to undertake and successfully pass MV / SC vetting levels – due to exposure of sensitive operations and tactics undertaken within the Unit.
- **Transport:**
The post holder must have a current police driving permit and valid driving licence to drive motor vehicles as role requires travelling and working at various locations.

General Requirements

- If using a private vehicle, business insurance needs to be organised by the individual.
- The post holder will be required to work shifts and / or additional hours in accordance with departmental working
- The post holder must undertake and successfully pass the required vetting levels, as advised by the Vetting Unit.
- The post holder will be deployed as per operational requirements across the region or anywhere within the UK.
- The post holder will be required to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.

Detective Constable, ERSOU – Regional Disruption

Team

Last updated October 2017

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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.

Assessment for Performance in Role:

Performance assessment will be achieved through:

- Valid and reliable overall performance review conducted by the line manager for the role
- 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.
- Other pertinent and reliable data known to the line manager will be taken into account, for example results of any Employee Engagement surveys conducted during the review period or other feedback on performance of the member of staff.

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 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.

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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.