

Eastern Region Special Operations Unit



Regional Organised Crime Unit

ROLE PROFILE

Role Title:	Backstopping and Cover Officer – Undercover Unit
Rank/Grade:	SO1 / SO2
Job Family:	ERSOU
Reporting to:	Detective Sergeant
Main purpose of the role:	<p>To provide backstopping to the undercover unit, its staff and its operations in respect of underpinning infrastructures and mechanisms. To provide expertise on covert policing techniques. To supervise undercover officers and assist in the delivery of an effective undercover policing capability within the Eastern Region Special Operations Unit* (ERSOU). To contribute to achieving the College of Policing and NUWG Vision whilst maintaining the principles contained within the Code of Ethics and the National Code of conduct for undercover operatives.</p> <p>*Eastern Region Special Operations Unit – ERUU covers the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk. ERSOU ROCU command falls under the direction and control of the Chief Constable of Bedfordshire Police, which is the lead force.</p>

Key Responsibilities
<ul style="list-style-type: none"> • To deliver the covert infrastructures required by the unit and supervisory team • Acts as a backstopping SPOC for the unit, managing and processing requests • To ensure and facilitate the appropriate levels of backstopping for each deployment and activity • To establish and maintain working relationships with relevant professional bodies and agencies. • In conjunction with other staff, assist with legend building, UCO training, development and mentoring needs • To assist with procurement and maintenance of covert assets and equipment • Maintain records in support of covert deployments and legend activity for auditing purposes • Update relevant national databases • Makes sure UCOs are conversant with legislation and practices that will have an impact on legend building • Notifies undercover unit members of any relevant changes to policy and procedures to make sure members of the unit are aware of them and understand current practice. • To provide expertise on undercover policing techniques, providing tactical advice and guidance on undercover operations • Undertakes operational cover duties as required by the supervisors; generally on a relief or deputy basis • Assist and support other unit roles as directed by supervisors • No immediate line management but will be expected to supervise undercover officers on deployment <p>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.</p>

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Financial e.g. limits/mandates	Non-financial e.g. staff responsibility
• None	• None

Agile Working	Under direction of supervisory team
Psychological Assessment	In respect of cover element of role
Return on Investment	Yet to be decided

Entry Requirements
<p><u>Essential:</u></p> <ul style="list-style-type: none"> • Relevant operational covert policing experience, (typically within undercover or CHIS environment). • Experience of investigating serious crime and the use of undercover policing investigative techniques. • Experience of the judicial process in relation to serious crime and the use of undercover policing investigative techniques, including the practical application of relevant legislation, presentation of evidence, disclosure and Public Interest Immunity. • Experience in the operational application of risk assessment • Demonstrates an ability and aptitude for managing people • Conversant with current law, procedures and guidelines relevant to undercover operations – this includes disclosure and revelation issues. • Has successfully passed or demonstrates the ability to pass the national cover course • Must hold driving qualifications • Passing and maintaining current self-defence and fitness <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • Experience in creating/maintaining covert infrastructures and mechanisms

Any other General Requirements/Scope
<p>Section/Location:</p> <ul style="list-style-type: none"> • The post holder be required to work in different locations across the Region and occasionally beyond <p>Hours:</p> <ul style="list-style-type: none"> • The post holder will be required to work additional hours as per operational requirements <p>Transport:</p> <ul style="list-style-type: none"> • The post holder will be required to travel throughout the Region and beyond with occasional overnight stays as per operational requirements

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- The role will require extensive driving of a variety of vehicles and will necessitate the post holder to undertake a driving assessment.
- If using a private vehicle the post holder must arrange business insurance.

Obligatory Requirements:

- SC/MV vetting, 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.
- 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

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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 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

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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.